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ABSTRACT

On the occasion of the 25th anniversary of the President's Committee on Employment of the Handicapped, this brochure traces the Committee's beginning and development after World War II. The individuals, groups, programs, and legislation involved in helping the handicapped to a better life are discussed in the narrative. (MF)

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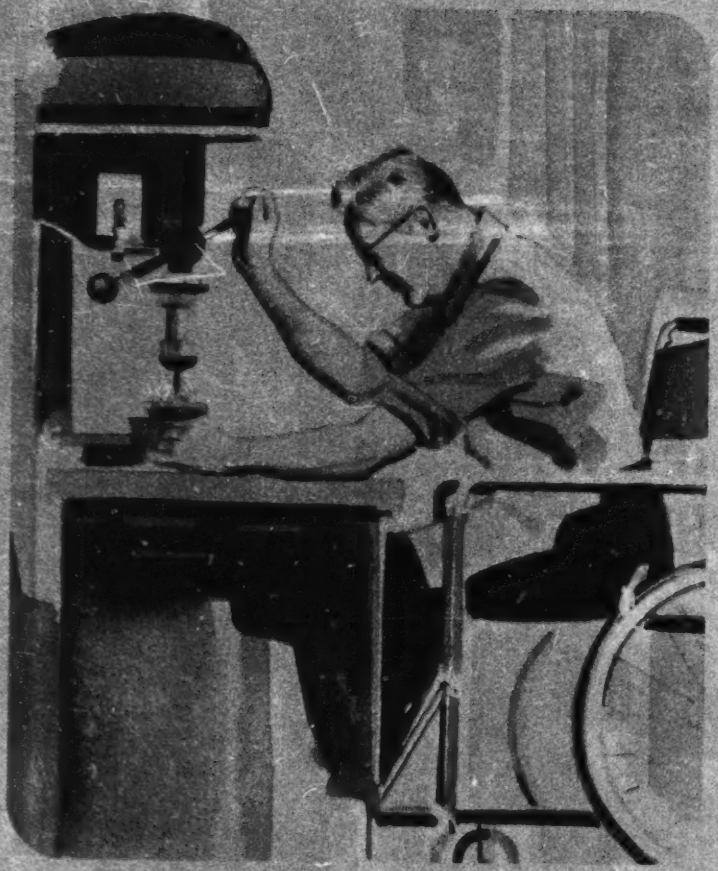
25 YEARS OF VOLUNTEERS IN PARTNERSHIP



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25 Years of Volunteers in Partnership

THE WHITE HOUSE

WASHINGTON

February 10, 1972

Dear Harold:

As the President's Committee on Employment of the Handicapped looks back on twenty-five years of vital service to America, millions of grateful citizens acknowledge its unique contribution to the progress of our society and the well-being of our people.

In these two and a half decades its members have risen above politics, engaged Congressional support on both sides of the aisles, held the active involvement of five Presidents and marshaled an impressive and selfless volunteer commitment to engineering a revolution in this country's attitudes toward the handicapped.

At this time it is more than fitting that we pay tribute to the leaders of this important effort and to those who have worked with them to provide true equality of opportunity for our disabled fellow citizens.

In the years ahead America will need more than ever the talents of all her people if we are to meet the challenges that we face and achieve the goals that we share. I know that the Committee will continue to encourage disabled Americans in the use of their talents and that, by working together, we can both increase their chances for self-fulfillment and, in so doing, insure our national progress.

Sincerely,

Richard Nixon

Honorable Harold Russell
Chairman, President's Committee
on Employment of the Handicapped
Washington, D.C. 20210

Introduction

Along with all the other satisfactions I find in serving this Committee and its thousands of co-workers across the land, I now have the special pleasure of inviting you to join in this celebration of the 25th Anniversary of The President's Committee on Employment of the Handicapped.

If chronological age is the important measure, The President's Committee on Employment of the Handicapped, at 25, is still a youth movement.

If experience gained is the criterion, the Committee has matured.

In many ways, this movement, this outpouring of volunteer effort for the Nation's handicapped people, is both. The vigor of youth, the search for productive change, the impatience with the status quo—these are the marks of a young mentality in a changing society. Mixed with these qualities in the broad program for the handicapped is a strong element of critical realism, of insisting that this nationwide effort be increasingly related to the practical world that handicapped people face in their daily lives.

This changing sense of mission becomes apparent in this brochure. As an abbreviated history of the President's Committee, it gives a glimpse into the evolving concepts and the broadening of activities which underlie all our present-day efforts—the aim of opening employment as a means of opening up new and better family and community life for the handicapped.

A brochure like this could be written about nearly every one of the Governor's Committees and local committees. The story of the President's Committee is a national story—not so much because the President's Committee is in Washington but because the story embraces the work of state and local committees, industry, labor, the professions, public and private agencies. It is a national story because, through the President's Committee, these thousands of volunteers have decided to come together in a unified and persistent campaign to fashion better lives for the handicapped youth, men and women of the country. In writing this story, Russell J. N. Dean has done us all a great service and we are grateful to him.

This brochure is a reminder, to me, of all the creative, determined people who preceded me in this magnificent work. It is a reminder of my two predecessors and great friends, Ross McIntire and Mel Maas, who showed us the way. It is a reminder to all of us that, against this background of 25 years of devoted effort by so many people across the land, we who carry today's responsibilities have accepted a major task which will test us in many ways.

I express my deep gratitude to each of you—to those who helped make these past 25 years memorable ones and to those who have accepted a role in this work today and for the future. I ask you to join me in the satisfaction of knowing that our Nation is a better place because of this vast cooperative enterprise.

Harold Russell
Chairman

The Beginning of the Partnership

Foreign visitors to the United States often find it difficult to believe that in "the richest country in the world" a lot of things get done with little or no money.

They frequently are surprised to learn that volunteerism in the United States is not a playground for the rich but an outlet for the warm human instincts of the average man and woman.

If they come to Washington, D.C., in the spring when the President's Committee on Employment of the Handicapped is holding its annual meeting, they are astonished to see some 4,000 people assembling who have taken their own time, at no expense to the President's Committee, to seek better ways of restoring and employing handicapped persons.

What they see, in the form of a meeting, is just the "top of the iceberg," for more thousands of volunteers, working through Governors' Committees and Mayors' Committees, labor in hundreds of communities across the country to help build better lives for those who must live with a serious physical or mental handicap.

When the visitors ask how to go about creating the same sort of volunteer army for their own handicapped people, it is difficult to convey the facts—that the President's Committee and its many cooperating groups are not the product of United States organizational and management genius, or of its computers or its long-range social planning—that the Committee did not, in fact, have its origins in a plan to establish a committee.

In the background of the Committee's formation were two factors which converged to make such a committee valuable and possible. One was the tremendous national effort to make every possible provision for the returning veterans of World War II and particularly those who came back disabled from the wounds of war. The other was the fact that new concepts and methods for rehabilitating and employing the handicapped had been forming for several decades. With the widely successful rehabilitation work of the Armed Forces during the war, these ideas and programs leapt forward in the postwar years.

In the closing weeks of World War II, House Joint Resolution 23 of the 79th Congress, introduced by Representative Jerry Voorhis of California and sponsored in the Senate by Senator Harley M. Kilgore of West Virginia, called for an annual observance of National Employ the Physically Handicapped Week.

On the last day of the Congressional session the Resolution, already passed by the House, awaited Senate action.

Paul A. Strachan, then President of the American Federation of the Physically Handicapped, who had spearheaded the movement for Congressional approval, described the situation. "We knew that the Senate intended adjournment at about 5:30 or 6:00 p.m. and were fearful that our measure would get lost in the shuffle. If so, we would have the same dreary business of having it reintroduced; action by both House and Senate. We had already spent more than 5 years of hard work on it . . . So our anxiety was keen."

Paul Strachan and his associates were not disappointed. The resolution passed unanimously. On August 11, 1945, it was approved by President Truman and became Public Law 176.

For many years Mr. Strachan had been a familiar figure on Capitol Hill. Totally deaf and with half a dozen other ailments that had kept him hospitalized for more than 7 years, he knew the problems of the physically handicapped and made it his life's work to assist them. One means of assistance was introducing and pressing for the adoption of constructive legislation in their behalf.

Among his chief associates in the legislative battle for the Week were Mildred Scott, secretary of the American Federation of the Physically Handicapped, and Millard Rice, a former National Commander of the Disabled American Veterans.

They were among the chief witnesses during House and Senate hearings on the resolution. They talked to members concerning its passage. When it became law, they continued their advocacy. When the President's Committee on NEPH Week was organized in 1947, Paul Strachan was named Assistant to the Chairman. "Milly" Scott was named Secretary of the Planning Committee and Millard Rice was appointed Chairman of the Disabled Veterans Committee.

Paul Strachan explained the purpose of the Week as simply an effort to direct the attention of the Nation, and especially employers, to the true worth of the handicapped as valuable members of the Nation's work force. For many years it had been recognized that a vigorous and prolonged campaign was necessary to educate employers, public as well as private, to give the disabled an opportunity.

As early as 1920, Oscar Sullivan, director of the state vocational rehabilitation agency in Minnesota, had pointed out in an article in the *Monthly Labor Review* that, "Many employers still have an idea that insurance companies will raise their rates if they hire handicapped persons. Such an act was made illegal in Minnesota by the 1919 legislature, but it takes time for the information to spread. It is felt, however, that the bulk of the indisposition to hire impaired persons is due to an underestimate of their capacity."

These same myths plagued the handicapped in the 1940's, although the wartime manpower crunch had opened doors for many impaired workers who, in turn, had opened the eyes of their employers.

The Congress Acts

The Congressional resolution establishing NEPH Week stated:

"Whereas there is now, and shall be for some time to come, a positive necessity for utilizing every available ounce of manpower in America, and

"Whereas the growing and acute problems of the physically handicapped, who number approximately 25,000,000 citizens, who are being augmented by an average of 800,000 citizens injured in industry yearly—to say nothing of those who have been, or will be, injured or diseased as a result of military service—is engaging more and more attention of the Federal Government and Private Industry, and

"Whereas rehabilitation and placement of the Physically Handicapped are among the most important problems in our national economy, as, if a means is provided to make such people self-supporting wholly or in part, the entire Nation will be the beneficiary, because of lessening drain upon national finance, and

"Whereas Congress and the Chief Executive have expressed concern and have initiated constantly expanding programs on behalf of the physically handicapped, as well as leaders in private industry; Now, therefore, be it

"*Resolved by the Senate, and House of Representatives of the United States of America in Congress assembled*, That, hereafter, the first week in October of each year shall be designated as 'National Employ the Physically Handicapped Week.' During said Week, appropriate ceremonies are to be held throughout the Nation, the purpose of which shall be to enlist public support for and interest in the employment of otherwise qualified, but physically handicapped workers.

"The President is hereby requested to issue a suitable proclamation each year, and the Governors of States, Mayors of Cities, and heads of other instrumentalities of Government, as well as leaders of industry, educational and religious groups; labor; veterans; women; farm; scientific and professional and all other organizations and individuals at interest, are invited to participate."

The first NEPH Week campaign, launched October 7, 1945 (only 7 weeks after the Congressional Resolution became law) unleashed a flood of newspaper publicity, editorials, radio announcements, public service ads and a variety of special events. Heavily involved were Bob Goodwin, Ed Keenan and Earl Klein of the U.S. Employment Service, the state employment agencies, as well as Elmer Jebo and Verne Banta of the Veterans Employment Service. Federal efforts were supplemented by the assistance of many other public and private groups, including Strachan's AFPH.

The results of this intense campaign were more than publicity and education. There was a sharp rise in the job placements of handicapped people. Some 13,400 were placed in the first 20 days of October—a 34 percent gain over the same period in the previous month. About 8,100 of them were disabled veterans, a 39 percent increase over September. These results would have been remarkable at any time, but they had special meaning because they occurred in a period when end-of-the-war dislocations in the economy had produced a constant decline in job placements for the previous 13 months.

In 1946, national plans for the observance of NEPH Week were coordinated by the Retraining and Reemployment Administration, a temporary wartime agency located in the Department of Labor and headed by Major General Graves B. Erskine, U.S. Marine Corps. Since more than 40 national groups were concerned with the welfare of the physically handicapped, Gen. Erskine in 1946 appointed a Cooperating Committee composed of representatives of these organizations. This group, together with Federal officials from the Departments of Labor, Agriculture, Commerce, War, and Navy, and from the Veterans Administration, Federal Security Agency and the Civil Service Commission, planned the 1946 Week and were instrumental in the early planning stages for the 1947 observance. The Federal officials were loosely organized in a Federal Interagency Committee.

Following the highly successful first campaign, plans were begun at once for the 1946 observance. Gen. Erskine, with much responsibility for the effort, recalled the events this way: "I might be considered a grandfather of the President's Committee, due to the strategic position of the Retraining and Reemployment Administration midway in 1946, when Mr. Oliver Kincannon of the then Office of Vocational Rehabilitation suggested that RRA coordinate the activities of the second National Employ the Physically Handicapped Week.

"When Bill McCahill received Mr. Kincannon's letter, I discussed the suggestion with a few people, including Dorothy Stratton, Bob Salyers, Shane McCarthy, and the late Ed Chester. The end result was RRA Order #9 and a Cooperating Citizen's Committee on employment of the physically handicapped. This eventually became what is now the President's Committee, after a brief transition period during which Virgil Smirnow, Ross McIntire, and I worked on a private group along with Ed Keenan of the U.S. Employment Service . . .

"I was surprised at how much interest we stimulated, mainly with enthusiasm and hard work. There wasn't much money for promotional work, and we were busy doing a dozen other things at the same time. But we did establish the framework of cooperation between government and the private sector which has mushroomed into probably the least troubled area of labor-management-government-volunteer coordination in the public interest."

When the Cooperating Committee met in March of 1947, Gen. Erskine, reporting that the

legislative authority for RRA would expire on June 30, 1947, said, "In submitting my report to the Secretary of Labor concerning the termination of RRA's activities, I recommended to him that the President appoint a commission or committee composed of representatives of Federal agencies as well as a limited number of persons outside the government who had had experience in assisting the physically handicapped obtain employment or who have demonstrated their interest.

"Without my knowledge," Erskine continued, "a very similar letter was sent to the Secretary of Labor by some members of the Executive Board of the National Association for Employment of the Handicapped. This letter also expressed the intention that the chairman of such a group should operate directly under the President." Paul Strachan noted that he had been pressing his friend, Secretary Schwellenbach, to establish an advisory committee, with the President's approval.

The National Association mentioned by Gen. Erskine was an embryonic organization formed by some members of the Cooperating Committee in an effort to continue that group's activities. They had named Gen. Erskine as Chairman; a constitution and by-laws had been drawn up; and various people had been asked to serve in leadership capacities. Dr. Merle E. Frampton, Principal of the New York Institute for the Education of the Blind, had been named head of the Policy Committee; and Dr. Ross T McIntire had been selected not only as chairman of the medical committee, one of the eight proposed committees, but also as Vice Chairman of the organization, since General Erskine repeatedly pointed out that, as a Marine officer, his Washington tour of duty might be terminated at any time.

Thus Gen. Erskine's suggestion to the Secretary of Labor expressed a need which had been voiced by other leaders in affairs of the handicapped at that time. Their experience with the Week and with other activities concerning the disabled made it apparent that some sort of central, high level mechanism was needed to give both substance and permanency to the long-range task they faced.

An Important Postscript

The proposal found its way to President Truman's desk. When he signed the third annual proclamation calling upon the people of the United States to set aside October 5 to 11, 1947, as National Employ the Physically Handicapped Week, he sent it with a letter to Secretary Schwellenbach, saying: "Because of your responsibilities, I am relying upon you to take a vigorous part in the observance of National Employ the Physically Handicapped Week. You may wish to consult with the Federal Security Administrator and the Administrator of Veterans Affairs who are also especially concerned with the effectiveness of this campaign." Similar letters were written to Oscar Ewing, Federal Security Administrator and to General of the Army Omar Bradley, head of the Veterans Administration.

As he signed the letter to Secretary Schwellenbach, the President added a handwritten postscript, "You may want to call upon officials and leading citizens outside the Federal government for all possible assistance in this program."

This note of August 27, 1947, marked the beginning of the President's Committee on National Employ the Physically Handicapped Week.

Secretary Schwellenbach acted promptly. At his request, on September 12, 1947—just a few weeks before the third annual observance of NEPH Week—the first meeting of the President's Committee was convened at the Labor Department. Thirty-three people were present—representatives from industry and labor, service clubs, veterans' organizations,

women's groups and government agencies. A single representative of the press attended—Mrs. Esther Van Wagoner Tufty, then a columnist of the Michigan Dailies News Service. At this initial meeting, Mrs. Tufty suggested that the Committee establish an "honor roll of all employers hiring handicapped persons."

Selected to head the President's Committee and presiding at this first meeting was Vice Admiral Ross T McIntire, who had served as wartime Surgeon General of the Navy and as personal physician to former President Roosevelt during his 12 years in the White House. In overseeing the health of a handicapped Chief Executive, Adm. McIntire had become a leading spokesman for greater opportunities for all Americans impaired by disease, accident, war or congenital defects. Serving as vice chairman of the new President's Committee was Dr. Frampton.

Other participants in that initial meeting became key figures in the annals of the President's Committee—William P. McCahill, the Committee's Executive Secretary; Edward L. Keenan, Deputy Director of Employment Security, USES; and the Honorable Robert Ramspeck, Executive Vice President of the American Air Transport Association and former Majority Whip of the House of Representatives from Georgia. Paul Strachan pointed out that Mr. Ramspeck had steered the NEPH Week legislation through the House of Representatives, and Ramspeck, who later became Vice Chairman of the President's Committee, replied that it was Strachan who brought the problem of the handicapped to his attention. "At first I thought he was exaggerating about the number of handicapped persons," Ramspeck told the group.

The fledgling organization set about its job of promoting and coordinating the WEEK's activities for 1947 as well as planning a permanent and continuing program. A Planning Committee, which later became the present Executive Committee, was established.

The first "agenda" of the Planning Committee succinctly stated the task ahead. "Each year statistics have shown a general 'falling off' of calls for, and placement of, handicapped workers, shortly after observance of the 'WEEK.' Today, with 60 million Americans at work, in an era of 'full employment,' it is estimated that at least 500,000 handicapped clients, registered in Employment Service Offices across the country, are still out of jobs, about 135,000 of whom are war disabled veterans, while from 1½ to 2 million more handicapped persons could and should be rehabilitated for employment."

On November 4, 1947, the President's Committee held its second meeting. This time, more than 120 organizations sent representatives—all of whom were taken to the White House to meet President Truman. In his remarks at this meeting, Secretary Schwellenbach stressed the non-political nature of the endeavor and pointed with pride to the wide diversity of groups represented.

The place and the role of the President's Committee in the field of work for handicapped people were quite clear, even in the early stages. For rehabilitation agencies in government, such as the Office of Vocational Rehabilitation and its Federal-state program, the Committee would add a strong educational and promotional effort to help them achieve the final step in complete rehabilitation—a suitable job. For employment groups like the U.S. Employment Service and its state organizations, the Committee would reach employers where it counts—in the community—and help open their doors to handicapped people on the Employment Service rolls. For the disabled veteran, the Committee would bring the prestige and expertise of a Presidential body to bear in helping the Veterans Administration, veterans organizations and others place disabled veterans in more and better jobs. For private service organizations such as the National Society for Crippled Children, the National Tuberculosis Association. American Foundation for the Blind and many others, the

Committee would offer a vehicle for joint planning to educate the public to the end goal of their service effort, a place in the American labor force for the disabled people they restored. In sort, the President's Committee, both nationally and in the states and communities, would be a specialized flying wedge in the growing effort to master the problems of disability.

The Committee adopted the Planning Committee's comprehensive report—and this new public-private partnership, dedicated to helping the handicapped help themselves, was well on its way. Their nine-point program included items which are still a vital part of the work of the President's Committee—collaboration with Governors' Committees (of which 14 were already established), encouragement of local committees, and other aims. A Subcommittee on an Essay Contest was designated, as well as an Awards Subcommittee to encourage employers to hire the handicapped. A Subcommittee was named to investigate public service employment at all levels. There was even a brief discussion on simplifying the name of the Committee.

Throughout the early record ran the emphasis on continuity, the need to extend the "one-week high" of employment for the physically handicapped throughout the year. When President Truman personally addressed the delegates in November, 1948, he said, "I want to say to you that just because Congress has set aside one week only as Physically Handicapped Week, that is just 1/52nd of the time. The thing must go on 52 weeks in the year for the purpose of bringing home to the country as a whole what you are doing. I want you to do the job as you have always done it and do it a little better this time, and a week after Employ the Physically Handicapped Week, do it a little better, do it for 52 weeks, then 52 weeks more and then let's work just as hard in preventing the handicapping physically of our population."

Community Observances

This was not to be a national effort only. The real action envisioned by the Committee was to be at the state and community levels. Representatives from the Dallas Committee and from Saginaw, Michigan, reported at the 1947 and 1948 meetings. Their summary of activities in those cities included: movie trailers throughout NEPH Week in the most popular theaters; announcements for all church bulletins; distribution of hundreds of posters and pamphlets; Mayor's proclamations, Service Club speakers, information to rural newspapers as well as to the large dailies; full page newspaper advertisements; show windows of large downtown stores displaying the handiwork of the local handicapped; radio stations "providing all the time we could use." In Saginaw, a line inventory of 197 available applicants was forwarded to 30 of the city's major employers and to all service clubs. In Dallas, the committee circularized every employer of 8 or more workers with descriptions of handicapped applicants available for referral. The Saginaw observance was climaxed with a parade and a mass meeting at the Masonic Temple where Paul Strachan was the principal speaker.

The spectrum of the national award programs was still developing, but local and state committees already were busy honoring employers and handicapped workers. The Dallas Committee "kick-off" for their 1947 week was a ceremony awarding a plaque to the Ford Motor Company in that city where more than a third of the employees—600 out of 1600—were handicapped. Another award, "The Disabled Man of the Year" was given to Arthur S. Abramson, M.D., by the New York City Sponsoring Committee in 1948. Dr. Abramson had been chief surgeon at a field hospital in the 1945 Battle of the Bulge when he

was paralyzed from the waist down by a sniper's bullet. Discarding advice to do "research work or become a hospital librarian," Dr. Abramson went to work in the newly emerging specialty of physical medicine. When he was cited by the New York Committee, he was Assistant Chief of phsyical medicine and rehabilitation at the Veterans Administration Hospital in the Bronx. In 1955 Dr. Abramson was awarded the President's Trophy by the national committee.

Not only were local committees on the job; so were average citizens. A letter arrived at the White House in February, 1948, written by the Clerk of a California Municipal Court, relating that "the office of the Clerk of Court, with the approval of the Judges, employed a handicapped young man" as a typist in October 1947. The position came under Civil Service regulations, which required either 6 months' satisfactory performance in the job or a Civil Service examination. The employee was now facing the prospect of an exam. His petitioner feared "his arm may fail under the stress of excitement and cause him to fail . . . We are not attempting to violate local Civil Service rules, but are trying to establish justice, namely, live up to 'Employ the Physically Handicapped Week' . . ." The letter concluded, 'Honorable President, your immediate help is needed. Would you, please, following the spirit of the Act of Congress and your own Proclamation, address an immediate letter to the Chairman of the Civil Service Board requesting the Board not to hold an examination for this position."

"It's Good Business . . ."

Two themes dominated the program of the President's Committee during the late 1940's. First was the emphasis on "It's good business to hire the handicapped." The appeal was never one of sympathy for the less fortunate, or simply patriotism in behalf of the disabled veteran. The basic facts of efficiency, low absenteeism, productivity, and good safety records were stressed.

Fortunately, the record was on the side of the handicapped. According to a 1948 survey done by the Bureau of Labor Statistics for the Veterans Administration, a landmark study, impaired workers generally were just as good on the job as nonhandicapped; frequently they were better. They avoided accidents; as a group they produced at slightly higher rates than unimpaired workers on the same jobs; the absentee records were about the same for handicapped as non-handicapped; if they could not see, their hearing was more acute and their sense of touch was singular; if they had lost an arm or leg, they compensated by developing other muscles. In the years ahead, the President's Committee would spread this story—by publicizing successful examples—from coast to coast.

The second facet of the Committee's prevailing philosophy was: This is not simply a problem of a government agency. It is a problem of the community. All available statistics pointing up the economic wisdom of placing handicapped workers in gainful employment were used, not only in the 1940's but throughout the history of the President's Committee.

Not only do handicapped employees produce goods and services, but they pay taxes on their earnings and cease to be wards of the community. As the Chairman of NEPH Week in Dallas, who was also Chairman of the Welfare Department, reported in 1947, "We, in the Welfare Department, felt the effect of this program."

While the record should show the vigorous and active part played in the work of the President's Committee by all the federal, state and local agencies with an interest in the rehabilitation and employment of handicapped persons, enlisting the volunteer was always uppermost. As the retiring Chairman of the Interagency Committee said, "We repeat our

recommendation that the state and local committees be chaired by private citizens, not Government employees."

Variety and Pace of Activities

The activities of the President's Committee in those early years were highly varied. The pace—in retrospect—seems almost frantic.

A skywriter in Marion, Ohio, spelled "NEPH 1949" above the town's main square. The Tidewater Oil Company dirigible winked out its "Hire the Handicapped" message over the East Coast area. In 1948 His Eminence Cardinal Spellman, Archbishop of New York, wrote a a special invocation for the physically handicapped. Twenty-one cities used postal cancellation dies, "Hire the Handicapped," from June to December 1949. In 1948 a joint statement was signed by six Cabinet members and three agency heads expressing the Federal Government's willingness to lend its leadership in promotion of gainful employment of the handicapped in cooperation with private business and industry. It was the first of such statements annually.

Of equal importance was a provision of Public Law 80-617 amending the Civil Service Act to prohibit discrimination against persons with "any physical handicap" in examination, appointment or promotion "to any position the duties of which . . . may be efficiently performed by a person with such a physical handicap,"

Liaison relationship were established with the National Association of Broadcasters, the American Newspaper Publishers Association and with the Advertising Council. A stream of spot announcements and fact sheets was sent to all radio and television stations. In 1948 the VA's Director of Radio and Television, Charles Dillon, pointed out that special 1-minute films would be placed on "all 30 operating TV stations in the country." Radio transcriptions entitled "Disabled Veterans Make Good," "Case of the Handicapped Hero," and others were distributed. The "David Harding, Counterspy" program did a half-hour show in cooperation with the Office of Vocational Rehabilitation and dramatically concluded with a message from Mrs. Eleanor Roosevelt attending a United Nations meeting in Europe. The value of donated broadcast time in 1948 was estimated at almost a half million dollars.

The changing character of communications is mirrored in the history of the President's Committee. Reporting on the 1949 Week, Adm. McIntire noted that "one of the most notable developments was the emergence of television as a real aid in developing public interest" . . . As reported by the Veterans Administration, there were almost 18 million "television viewer impressions." But radio still dominated, with almost 292 million radio listener impressions that same year.

First Essay Contest

The first essay contest, now known as the "Ability Counts" contest, was announced in March 1949. (The slogan "ABILITY, not disability COUNTS" had been used as a title for a popular pamphlet.) Approved by the National Association of Secondary School Principals, the contest was open to all 11th and 12th grade students and offered $2,500 in prizes and trips to Washington for the top 5 national winners. The first subject was " 'Why Not Hire the Handicapped;'—A Challenge to America."

The tab for the prizes and trips was picked up by "friends" of the President's Com-

mittee—in this year, the International Association of Machinists and the Disabled American Veterans. In other early years, the AFL-CIO and the Fraternal Order of Eagles assisted with the finances. At the state and local levels still other organizations provided prizes.

The first panel of judges for the national contest was composed of Mrs. Eleanor Roosevelt, Secretary of Labor Maurice Tobin, and U.S. Commissioner of Education Earl McGrath. Among other illustrious judges in the early years was Helen Keller, who expressed a desire to read the essays, instead of having them read to her. The American Foundation for the Blind transcribed them into braille and sent them to her in South Africa.

First Chairman of the Essay Contest Committee was Dr. Charl Williams. She reported that 22 states participated in 1949 and pointed out "if the impressionable younger generation can develop an intelligent understanding of the problem and properly evaluate the potential of the handicapped, the future as well as the present program will be benefitted." Not only did thousands of young people participate, but their teachers, their parents, the local and state committees, judges at all levels—thousands became involved annually in the "Ability Counts" contest.

The membership of the President's Committee in those formative days included many people destined to play strong leadership roles in the coming years. The new Executive Committee was chaired by Mr. Ramspeck, with Dr. R. R. Sayers of the United Mine Workers Welfare and Retirement Fund as a key member. Dr. Howard A. Rusk served as Chairman of the Committee on Community Rehabilitation Centers. The Labor Committee was under the guidance of A. J. Hayes, then General Vice President and later President of the International Association of Machinists. Chairman of the Medical Committee was Dr. Carl Peterson, of the American Medical Association. Harry C. Byrd, President of the University of Maryland, headed the Education Committee and Dean J. L. O'Sullivan of the Marquette College of Journalism the Public Relations Committee.

In the late 1940's and early 1950's, meetings of the full Committee were held twice yearly, a "Kick-off Meeting" and a "Report Meeting." The President of the United States was a regular visitor and speaker, lending his personal and direct support to the Committee's work. Each year brought a new group of distinguished guests and speakers. (In 1948, there was Secretary of Labor Maurice Tobin, Secretary of State George Marshall and Earl A. Shreve, President of the U.S. Chamber of Commerce.)

The 1949 NEPH Week program was "unveiled" by Oscar R. Ewing, Administrator of the Federal Security Agency; Carl R. Grey, Jr., Administrator of Veterans' Affairs; Earl Bunting, President and later Managing Director of the National Association of Manufacturers; and Mr. Hayes of the International Association of Machinists. At the report meeting that year, Gov. Frank J. Lausche of Ohio sent his personal representative to detail the activities in that state.

Selective Placement the Key

Mr. Bunting, who later became a vice chairman of the President's Committee, put the cause convincingly when he said, "Gradually it dawned on some of us that since no job demands all of a worker's physical and mental resources, there was no job which could not be filled by some handicapped person. In fact we found that where the handicapped worker was properly placed, where his qualifications were matched with the requirements of the job, he should no longer be viewed as handicapped so far as that job was concerned."

Thus Bunting simplified and endorsed what others described as "selective placement," a program of the U.S. Employment Service characterized by "physical demands analyses" and "physical capacity appraisals."

The success of selective placement fortified by an aggressive NEPH Week was revealed in the statistics: In the entire year of 1940, when selective placement procedures were first begun, some 28,000 handicapped people were placed in jobs in the United States. In 1947, the same number were placed in the one month of October.

During those early years, the Chairman and staff of the President's Committee were attempting to obtain basic legislative authority for the Committee in order to be assured of an annual appropriation.

In 1948 Senators George B. Aiken (Vermont) and John Sparkman (Alabama) introduced a resolution authorizing an annual appropriation, not to exceed $250,000, for the work of the President's Committee on NEPH Week. A similar resolution was introduced in the House of Representatives by Congressman William J. Miller of Connecticut and Augustine B. Kelley of Pennsylvania. Despite such bipartisan sponsorship and support, neither bill was enacted.

Nor was the supplemental appropriation request, for $72,500, sent to Congress in June 1948 by President Truman approved. This budget request for the Committee's work arrived too late to be considered by the House Appropriations Committee and, although approved by the Senate Committee, was voted down on the Senate floor in the closing hours of adjournment.

However, when Adm. McIntire wrote President Truman of the Committee's dilemma and its impending demise because of lack of funds, the President replied in a letter of July 10, 1948, "I am asking the Assistant to the President, John R. Steelman, to try to find at least the minimum staff assistance you need to carry out the Congressional Resolution" (establishing NEPH Week).

The Department of Labor continued to house the Committee in the Office of the Secretary and allocated funds for the 2 paid employees.

In 1948 and 1949 the Executive Committee gave its attention to this financing problem and to a potential source of controversy. Adm. McIntire touched on the controversy at one meeting when he "positively rejected any thought that the Committee had any desire to superimpose any coordination over governmental agencies or regulation over private groups." The Committee promptly ratified a Statement of its purpose.

On July 11, 1949, the financial dilemma was resolved. The President signed H. J. Res. 228 passed by the 81st Congress, which became Public Law 162, "authorizing an appropriation for the work of the President's Committee on National Employ the Physically Handicapped Week not to exceed the sum of $75,000." Secretary of Labor Tobin told the members of the Committee: "The same day that the President signed P. L. 162 he also wrote to me . . . I have therefore attached the service unit of your Committee to the Bureau of Labor Standards and designated it as the Division for the Physically Handicapped."

Thus the decade of the '40's was concluded with legislative authorization for the President's Committee, with activities at a high pitch, and with full realization that the job had only begun.

Paul Strachan put it in these words, "I have thought of all of these fine plans . . . and I feel somewhat bewildered because in the not too distant past, the very bleak past, I remember how the handicapped were looked upon as social outcasts, economic misfits, and objects of an uncertain charity. In the light of present pledges, I am constrained to pinch myself and say: 'Can this really be us?' " . . .

He continued "I have always believed in the good sense of the American people. Sometimes it takes them quite a while to get an idea. I do not believe that as yet they have really sensed that this is not a charity proposition, and neither is it based wholly upon humanitarian concepts. It is primarily a great economic problem, and I hope that every member of this committee will take to heart this fact: either you will treat, train, educate, and place the handicapped in suitable employment, or you will keep them in a submarginal existence of misery and want, and you pay for it anyhow out of your tax money in public assistance."

Looking ahead, he concluded, "Teamplay has made the greatest Nation on earth, and if we will but continue teamplay, we shall have the finest handicapped program on earth."

First Half of the Fifties

As the President's Committee and its many colleagues moved into the decade of the Fifties, they were faced with a variety of changing situations.

Certainly the Korean conflict was changing the job market. After the uncertainties of the post-World War II period, the hostilities in Korea added new impetus to an expanding labor force. Once again, the opportunities for jobs were improving—but how many of them would be filled by the handicapped?

The resources for rehabilitating more handicapped people and readying them for employment had been growing during the past five years. In addition to the nationwide help through the "GI Bill" for veterans, the Congress had enacted Public Law 16 to provide a special program for educational, rehabilitative and other benefits for the disabled. The Department of Medicine and Surgery in the Veterans Administration had developed a new and active program to restore hospitalized veterans to activity.

Through the VA, there were other new aids for the disabled—payment for special hand controls for cars for those who could not use their legs, help in the costs of modifying a house (or building a new one) to assure that it would be usable by those in wheel chairs. Veterans organizations were active in seeing that disabled veterans knew about these and other programs, and took advantage of them.

For the non-veteran handicapped, the Federal-state program of vocational rehabilitation was capitalizing on new advances in rehabilitation methods and preparing larger numbers of handicapped for useful work. There was need for legislation, however, to take advantage of many of the advances in medicine, counselling and other fields, and to help train more skilled personnel in rehabilitation.

Senator Paul Douglas of Illinois, himself experienced with the problems of disability as a result of his war wounds as a Marine, proposed a set of creative changes in the Federal rehabilitation law. He guided the bill through Senate passage but it was not acted upon in the House and did not become law.

Still, the general effect of the early 1950's was to create an upsurge in the economy and to make plain the growing task of the President's Committee:

How do you "educate the educators" to the fact that GI benefits, state rehabilitation programs and private scholarship aid are of little help if the Nation's colleges, universities, technical and trade schools will not admit the seriously handicapped student? What do you do with thousands of schools having architectural features—flights of steps, narrow doorways, tight cubicles for restrooms—which make it impossible for a handicapped student to function if he *were* admitted?

How do you make clear to an employer that all the beneficence of a grateful nation leads only to disappointment if rehabilitation and job training do not result in a job?

Yes, there still was a powerful need to educate, to create a better climate, to persuade employers to try. And the President's Committee did.

The President himself set the tone with his personal appearance at the 1950 meeting, where he urged the members, from their vantage points in public and private life, to do something about the "vast reservoir of relatively untapped skills" among the physically handicapped.

With him was Secretary of Labor Tobin who pointed out to the Committee that "The conditions we face today are vastly different from those of a year ago. Then we were just emerging from the first sharp decline in employment that had occurred in a decade. Our assignment accordingly was to shape a program assuring to the handicapped their fair share of a shrinking supply of job openings.

"Today employment is high and going higher. We n in the grim shadows of a tense world situation. Our troops are fighting in Korea . . ."

And President Truman made clear his own set of priorities for the handicapped in that situation: "Nothing is more important in the rehabilitation of the disabled than the final step—the acceptance by employers and the public, of the physically handicapped as normal members of a productive society."

Among the most important tasks of the President's Committee (then as now) was to supply state, local and private groups with the "tools" to do the job. The first Program Guide was published by the President's Committee in 1950. The Guide provided a chapter on "These Are the Facts," giving estimated numbers of handicapped and their placement rate through government agencies. Other sections described posters, car cards, pamphlets, fact sheets, film strips, slides, displays and other tools available, general descriptions of state and local organizations, lists of state chairmen and "know-how" tips.

In July of 1950 the first issue of *Performance, the Story of the Handicapped* appeared. Published monthly for many years *Performance* presented the case for employment of the handicapped. Its pages in those early years were filled with success stores: "The Deaf Work at Firestone" (Aug., 1950); "Union Helps Amputee" (Nov., 1950); "Blind Drill Pressman" (Jan., 1951); "International Harvester Employs 5,000 Handicapped" (June, 1950); "Employability of Epileptics" (Nov., 1952). People were asked to write "My Favorite Story" concerning a handicapped person. One, written by Bernard Baruch, related the personal story of Henry Viscardi, President of Abilities, Inc.

Other articles in *Performance* were designed to keep the Governors' and community committees informed of progress in providing employment opportunities, of new promotional and educational ideas, and of the latest developments in rehabilitation and placement of the disabled.

The state and local committees demonstrated that they were using these ideas. At the 1950 meeting in Washington, Adm. McIntire introduced Governor Okey L. Patterson of West Virginia to report on activities of the Governor's Committee in his state. Severely wounded in a hunting accident which caused him to lose both legs, Gov. Patterson detailed with pride West Virginia's record in employment of the physically handicapped. "The average number of rehabilitants per 100,000 is 37 for the nation and 81 for West Virginia," he said. Twenty-three community committees were in operation in West Virginia, and there was keen competition between these towns for state awards. One award was presented to the city with the best placement record and one for the best informational program.

Governor Christian A. Herter of Massachusetts spoke to the economic payoff in hiring the

handicapped. Using a survey of 712 cases rehabilitated by the Massachusetts Division of Vocational Rehabilitation, Gov. Herter pointed out that this group—before receiving specialized training—had earned only $182,000 annually and had necessitated state expenditures of more than $500,000. After rehabilitation and placement in employment, Gov. Herter said the group paid more than $14,000 annually in Massachusetts income taxes and more than $140,000 in Federal income taxes.

A representative from York, Pennsylvania, Edwin A. Gentzler, noted their special success with the local foremen's club. "It so happens we have in our town one of the largest and most effective foremen's clubs in the country—over 1,200 members. And the foremen are the ones who actually place the physically handicapped." He had just presented Awards of Merit to 4 companies at the last monthly dinner of the foremen's club.

In Minneapolis, the Committee on Employment of the Handicapped chaired by Mayor Hubert H. Humphrey not only conducted a year-long campaign to spur employment of the handicapped but played an active role in developing the city's rehabilitation facilities.

In 1951 the first presentation of the President's Trophy was made by President Truman. This prestigious annual award was created to honor handicapped citizens who not only surmount their own handicaps but also facilitate the employment of other handicapped persons. (The Trophy, a handsome gold and silver embossed shield in a mahogany base, was designed and has been made every year by physically handicapped students at the ICD Rehabilitation and Research Center in New York.)

Handicapped American of the Year

First recipient of the President's Trophy was George Barr, 38-year-old Chicago manufacturer. Unable to find employment following the loss of his leg in an automobile accident shortly after his graduation from the University of Wisconsin, Barr went into business for himself. In 1951, 75 percent of the employees (60 out of 80) in the plant and office of his chemical manufacturing concern had severe physical limitations. Barr recited to the President's Committee some of the sound business principles back of his success. "A man who walks with crutches for any great length of time develops strong arms and can feed a heavy machine with greater ease than the typical nonhandicapped. The deaf can do better work requiring finger dexterity, and a blind man, used to reading Braille, will turn out a better job when sensitivity of touch is required."

The Committee lost one of its earliest and most loyal advocates in 1951 when Robert Ramspeck resigned as Vice Chairman to accept a Presidential appointment as Chairman of the U.S. Civil Service Commission. But the Committee was fortunate in his replacement, when Earl Gammons, Vice President of the Columbia Broadcasting System, became the new Vice Chairman, beginning a long period of devoted service to the Committee and to the nation's handicapped.

Numerous committee changes and reassignments were made in the early 1950's, including a new committee—the Mobilization Committee—chaired by Reuben Siverson, Manager, Department of Manufacture, U.S. Chamber of Commerce. Heading the National Distinguished Service Awards Committee was A. Julian Brylawski, Vice President of the Theater Owners of America. In 1951 Stanwood Hanson of Liberty Mutual Insurance Company and Col. John N. Smith of the Institute for the Crippled and Disabled in New York were named to co-chair the committee on Workmen's Compensation.

In 1952 the Committee learned of the experience of Northrop Aircraft when John K. Northrup, its President, told not only of their employment experience but also of their interest in the improvement of prosthetic devices, to help amputees qualify for useful work.

The following year Justin Johnson, official of the Hughes Aircraft Company and Chairman of the Los Angeles Committee on Employment of the Physically Handicapped, chaired a discussion group on "Organizing for Year-Round Community Action." Mr. Johnson said, "Inevitably we got into workmen's compensation insurance . . . I can't speak for all the insurance industry but I can speak for the Association of Casualty and Surety Companies and for the American Mutual Alliance, and it (i.e., increased rates) is a feeble excuse that some employers use and I for one am tired of it. I don't think it happens once in a thousand thousand times." On second injury provisions and funds, he noted: "The funds accumulated very fast . . . it points out another fact you may not all appreciate—that second injuries are very infrequent."

Problems as well as progress came up for discussion at the meeting. In a discussion of "Roadblocks to Employment" in September, 1953, Eugene J. Taylor of the Institute of Rehabilitation Medicine in New York pinpointed three—the social roadblocks of public apathy and prejudice, the legal roadblocks of some systems of Workmen's Compensation or second injury laws, and the financial roadblock of money.

The first recipient of the Physician's Award was announced in 1952. Dr. Henry H. Kessler, Director of the Kessler Institute for Rehabilitation in New Jersey, was presented with the award at the annual meeting of the American Medical Association's Congress on Industrial Health.

In 1950 Dr. Kessler with two of his former patients had presented a demonstration at a meeting of the President's Committee. As John Seeley, a double-arm amputee and IBM employee, demonstrated the use of his cineplastic arm (Dr. Kessler had perfected the surgical operation involved) in every conceivable situation—business, recreation, personal maintenance—the Committee members had watched with fascination. A voice from the audience expressed the group's admiration by exclaiming, "A smooth sea never made a skilled mariner."

A Change of Name

Like most organizations, the President's Committee was to undergo several changes in its name. The first occurred in 1952 when President Truman informed Admiral McIntire in a note of May 10: "I am happy to approve your suggestion that for working purposes the actual title be shortened to President's Committee on Employment of the Physically Handicapped."

In November of that year, the American people chose a man with a long and distinguished career as a military leader and war hero as the 34th President of the United States. Dwight D. Eisenhower had spent many years seeing the results of serious injuries and his sense of closeness to the problems of disabled men and women was soon apparent.

Speaking to the 1953 annual meeting, President Eisenhower pledged his full support to the Committee: "There are many commissions and committees that carry with them the title of President's committee or commission. There is none that engages the interest of my heart, or of which I am prouder, than this one."

Then he stole the show by telling an unforgettable story. " . . . In the early fall of 1944, I had a corps that wasn't performing quite in the way that I thought it should, and of course

the trouble was the commander. I sent to Washington and gave them the name of a man I wanted. I got a reply back from General Marshall which said 'I agree with you, he is a very fine leader, but he is in the hospital. He has arthritis in the knees and the doctors won't give him a clear bill of health, and I am afraid we can't send him.'

"I replied, and I said 'Please send this man right away, quickly. It is his head and his heart I want . . .' "

(When Vice President Nixon appeared for the President in 1954 and 1956 he too acknowledged his interest and pride in the President's Committee. "I do appear as part of my responsibilities at numerous meetings in Washington," he said (but) "there is none in which I am more proud to participate than this meeting this morning . . . The size of the problem and its complexity only make the work more worthwhile.")

One of the first things the Eisenhower Administration gave its attention to was the creation of a new department in government to bring together Federal programs and plans in education, welfare, health, rehabilitation, children's services and other related activities. The Department of Health, Education, and Welfare was formally established in April, 1953 from the agencies that had composed the Federal Security Agency. Named first Secretary was Mrs. Oveta Culp Hobby of Houston.

In the new organization, the Office of Vocational Rehabilitation was continued as a separate agency, under Mary E. Switzer, who had become Director of the agency in 1950. Miss Switzer, along with Secretary Hobby and Under Secretary Nelson Rockefeller, immediately went to work on the development of legislation to broaden the Federal law for assistance in rehabilitating handicapped people. Hearings were begun in the House that spring and the Administration bill was sent to Congress in the late fall.

In the early spring of 1954, as so many activities were being developed in the field of the handicapped, the reins of the President's Committee changed hands for the first time. Adm. McIntire submitted his resignation to the President, writing, "Since it is my intention to enter the political field in California, I do not believe it is advisable for me to remain as Chairman for surely this Committee must always remain on a strict nonpartisan basis."

During Adm. McIntire's devoted 7-year leadership of the Committee substantial progress toward the goal of full employment for the physically handicapped had been made. In 1956, Adm. McIntire received a special Presidential Citation for his pioneering work as first Chairman.

Named by President Eisenhower as the new Chairman was Major Gen. Melvin J. Maas, USMCR, Ret. General Maas was not a newcomer to the ranks of the President's Committee, having served as Vice Chairman and, before that, as a member of the Executive Committee and the Disabled Veterans Committee. He had been a member of Congress from Minnesota for 16 years and had served his country in three wars, beginning as a private in Marine aviation in 1917. In August 1952 he retired from military service after losing his sight. Few people could have brought to the President's Committee the combination of experience and vigorous leadership that "Mel" Maas brought in those important months. For new laws, new ideas and new requirements were on the threshhold for the Committee.

Landmark Legislation

Congress completed work on the rehabilitation bill in the early summer of 1954 and President Eisenhower signed it into law in August. The new law made long-range changes in vocational rehabilitation, providing expanded funds for the Federal-state service program,

establishing for the first time a system of support for research into rehabilitation problems and methods, furnishing support for training larger numbers of professional rehabilitation workers, and encouraging private and voluntary agencies to participate in many of the new programs.

The new law had much significance for the President's Committee. For one thing, it meant that there would be a great new surge of activity on behalf of disabled people, bringing into the service-giving programs new forms of help—programs like the state rehabilitation agencies, the local units of the National Society for Crippled Children and Adults, the more than 100 locals of Goodwill Industries, groups for the blind and for the deaf, and many others. The result of this would be to generate new demands on the President's Committee, Governors' Committees and local committees, for despite all the changes, one basic fact of life had not changed: Unless these expanded services for the handicapped resulted in jobs, no rehabilitation program had achieved its goal.

The new law made some specific provisions for the President's Committee. Section 8 of the Act instructed the Secretary of Labor and the Secretary of Health, Education and Welfare "... to cooperate in developing and recommending to the appropriate state agencies, policies and procedures which will facilitate the placement in employment of handicapped individuals who have received rehabilitation services ... and together with the Chairman of the President's Committee on Employment of the Physically Handicapped shall develop and recommend methods which will assure maximum utilization of services which that Committee and cooperating state and local organizations are able to render in promoting job opportunities for such individuals."

Another section of the law amended the Committee's 1949 legislation by raising the annual appropriation authorization for the President's Committee from $75,000 to $225,000. This solved a growing problem, for by 1954 the President's Committee budget totaled $74,804.

The real income and expense statement of the President's Committee could not be measured, however, by annual appropriations. "Friends" in the form of veterans organizations, labor unions, corporations, Federal and state agencies, voluntary groups and individuals had picked up hundreds of checks for printing, prize money, travel expenses and an endless variety of promotional items. The value of free time and talent on the networks was estimated at a half million dollars. The value of man-hours of other volunteer time could never be calculated. In the early Fifties Adm. McIntire had reported that the voluntary contribution of just one company providing "car cards," the National Transitads, to the promotional program of the Committee exceeded $50,000. The annual essay prizes totaling $2,500 and other expenses for the national contest were provided by the Disabled American Veterans, the International Association of Machinists, the Fraternal Order of Eagles, the AFL-CIO, and others. The contributions made to state and local committees for state and local prizes and for many other purposes multiplied this national total to a dollar value level well above a million dollars.

1954 was quite a year in efforts for the handicapped. Congress passed other laws that year of great importance—a new system of grants through the Hill-Burton hospital construction program to help build more rehabilitation centers, a new program of benefits under Social Security to protect those who became disabled and unable to work.

It was a year in which the President's Committee launched one of its most successful educational devices—the first Exposition and Parade of Progress in Rehabilitation and Employment of the Physically Handicapped. Held at the spring meeting in Washington, the Exposition was the creation of Julian P. Brylawski, Vice President of the Theatre Owners of

America and a member of the President's Committee for many years.

Thousands attended the 3-day exposition at the auditorium of the Labor Department to view modern techniques of rehabilitation and to see the physically handicapped demonstrate their skills. More than 50 exhibitors participated. Men and women with physical impairments worked at a number of highly skilled jobs: drill press, lathe, sewing machine, machine tool. President Eisenhower paid a surprise visit to the exposition and later wrote to Chairman Maas congratulating him on the success of this project to "let the world see many handicapped persons on the job or in rehabilitation training . . ."

Many other celebrities attended the Exposition—Vice President Nixon, Secretary of Labor James P. Mitchell, Secretary of Health, Education, and Welfare Oveta Culp Hobby, Bernard M. Baruch, and Capt. Eddie Rickenbacker, aviator ace of World War I and President of Eastern Airlines.

Secretary Mitchell praised General Maas as a "living example of courage in the face of adversity" and declared: "I know of no man . . . in public service today who is more devoted to the task that faces him, . . . more thoughtful of the people with whom he works, . . . more disdainful of the handicap under which he works, and I relish this opportunity to pay the highest tribute of which I am personally capable to a very great public servant, General Melvin Maas."

Co-sponsored by the District of Columbia Commissioners' Committee on Employment of the Physically Handicapped, the exposition was the first of many held throughout the country under the aegis of various state committees and other groups, including the National Society for Crippled Children and Adults. The following year the Vermont Governor's Committee staged a successful exposition at the State House in Montpelier, Vermont, and others were held later in Miami, Chicago, Richmond, Lincoln, Nebraska and at Marquette University in Milwaukee.

One of the active supporters of the President's Committee was the National Rehabilitation Association, formed back in the Twenties by the state directors of vocational rehabilitation to help guide the growth of the Federal-state program. A regular participant in the Committee's work and, through the State agencies, in the Governors' Committees and Mayors' Committees, the NRA had grown with the "movement." E. B. Whitten, named Executive Director in 1948, was a "regular" at President's Committee sessions and programs, as were many of the association's presidents in that period—Corbett Reedy in 1953, Howard Benshoof in 1954 and J. Hank Smith in 1955.

An employer's success story was recounted in the presentation of Henry Viscardi, Jr., President of Abilities, Inc. in New York during a 1955 Employers Panel. Mr. Viscardi, born without legs, reported on his company with 108 employees, all of whom were severely handicapped, 96 percent of whom had never worked before. Yet Abilities successfully competed, on a non-subsidized basis, in a light manufacturing and subconstracting business and was growing.

Since then Abilities, Inc. has continued to grow both in size and scope. Its several hundred versatile employees manufacture products ranging from inertial navigation systems to engraved glassware which has adorned the White House table. It has been visited by hundreds of industry executives and officials from the United States and 50 foreign countries; a recent one was the Labor Minister of Japan. It has inspired similar enterprises on fur continents. In the adjacent Human Resources Center Viscardi's team proves the education achievement potential of handicapped children and conducts pioneering research into the capabilities of the handicapped.

When General Nathan F. Twining of the Air Force spoke at the annual meeting that year, his remarks coupling "flight adjustment" with adjustment of the physically handicapped seemed especially timely. "We fly under conditions in which no human could survive without elaborate mechanical aids," he said. "Without these aids we could not cope with high altitude, supersonic flight.

"Just as the handicapped are adjusted to the climate . . . of industry, so we must equip and train our pilots to overcome their physical limitations in flight.

"It would seem that the term physically handicapped has lost its former meaning. It has become a relative term. Today, the extent of the handicap must be measured in light of the job to be done."

That 1955 meeting had "flair." The National Gallery of Art in Washington, home of many of the world's most famous and treasured paintings, was host for the opening ceremonies of a national contest for handicapped amateur artists. Prizes, provided by the Morris Morgenstern Foundation, were awarded by a panel of distinguished judges including Andrew Wyeth.

Proving that C. P. means "can perform" as well as cerebral palsy, Mrs. Lucille Wallenrod Dreyblatt, a housewife of Forest Hills, N.Y. captured the blue ribbon against formidable competition. The art contest was so successful that it later was put on tour across the United States.

An old friend and supporter of the President's Committee was toastmaster at the featured luncheon during that 1955 spring meeting. Jennings Randolph, Capital Airlines executive, former Congressman from West Virginia and active member in the work of the President's Committee presented several outstanding speakers including the Postmaster General, Arthur Summerfield and Illinois Governor William Stratton.

The annual Fall Report meetings were discontinued in 1955 and replaced with a series of regional meetings which, it was felt, would stimulate discussions and cooperation between neighboring states.

A New Presidential Directive

There were other changes that year. The President's Committee, now in its eighth year, acquired its first "certificate of incorporation." President Eisenhower, recovering from his own serious disability at the temporary White House at Lowry Air Force Base in Denver, signed Executive Order 10640 which spelled out the revised composition, functions, advisory groups and other provisions governing the work of The President's Committee on Employment of the Physically Handicapped.

While this new Presidential directive made several changes, it also served to formalize many of the Committee's traditional practices and operational methods. It provided for two Vice Chairmen of the Committee, appointed by the President and to serve at his pleasure—and continued the policy that the officers would serve without compensation, except for transportation and per diem allowances.

Appointed Vice Chairman was Gordon Freeman, International President of the International Brotherhood of Electrical Workers, AFL-CIO. Thus the Committee had, in its two Vice Chairmen, a perfect example of the fact that management (in the form of Earl Bunting of the National Association of Manufacturers) and labor (in the form of Gordon Freeman of the AFL-CIO) could work smoothly and effectively together on behalf of the employment of handicapped people.

From the new Presidential directive there also was constituted an Advisory Council on Employment of the Physically Handicapped. Composed of three Cabinet officers (the Secretaries of Commerce, Labor, and Health, Education, and Welfare) and the Administrator of Veterans' Affairs and the Chairman of the Civil Service Commission, the new Advisory Council worked under the Chairmanship of Gen. Maas to provide the President's Committee with high level advice on how the resources and programs of the Federal Government could be best put to use in furthering the employment of the handicapped.

The Advisory Council met for the first time at the White House in January, 1956. From the Department of Labor there was Secretary James Mitchell, from the Department of Commerce Secretary Sinclair Weeks and Assistant Secretary George Moore, and from the Department of Health, Education and Welfare Secretary Marion Folsom accompanied by Mary E. Switzer, Commissioner of the Vocational Rehabilitation Administration. VA Administrator Harvey Higley and Philip Young, Chairman of the Civil Service Commission completed the group. The President's own staff participated including Presidential advisor Gerald Morgan.

This was an important meeting, for a very simple reason: The United States government was (and is) the largest single employer in the country. Unless the Federal government lent its efforts clearly and consistently to opening more doors of employment opportunity for the handicapped, the task of the Committee could never be completed. A major beginning was made on this major objective at that first Council meeting. By the time the second Advisory Council meeting was completed in 1957, several important steps had been taken: (1) Release of a White House directive to all Federal departments and agencies recommending a policy on employment of the physically handicapped; (2) appointment of an ad hoc committee on increased use of vending stands for the blind in Federal buildings; (3) approval of a continuous reporting system by Federal agencies on placements of handicapped workers; (4) official and warm approval of the action of the Civil Service Commission which had just instructed all Federal agencies to designate specific individuals in all agencies to function as coordinators of employment of the handicapped; and (5) approval of a plan for the President's Committee to conduct a seminar for staff members of the Advisory Council.

When the Advisory Council was first established, the Civil Service Commission had begun to take stock of its actual record in employment of the handicapped. In 1956, Carl Murr, Director of the Commission's work in selective placement of the handicapped, was disturbed to find that in the last twenty-two months there had been only 303 handicapped placements out of 87,000 persons hired by the Federal government—despite the fact that the records indicated some 5,500 handicapped people seeking government jobs.

With such facts and with the Advisory Council in strong support, an attack on the limitations on hiring the handicapped in the Federal establishment was begun. Convinced that on-the-scene coordinators for the handicapped were the key to this objective, the push for the program of coordinators in every agency was begun (and by 1959 the Federal Government had more than 1,300 coordinators among the Federal agencies in Washington and across the country). Reports on the numbers of handicapped hired began to grow rapidly. But the early gains were of less importance than the long-range impact of this specialized effort, which would lead to the hiring of hundreds of thousands of handicapped persons over the next decade.

For launching this vigorous new effort so promptly and successfully, the President's Committee in 1958 conferred Distinguished Service Awards on the U.S. Employment Service, the Office of Vocational Rehabilitation, the Civil Service Commission and the Veterans Administration.

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1 President's Chairman Harold Russell, 1964-present.

2 Executive Vice Chairman Leonard Mayo, leader in handicapped and children causes, and first Chairman of President Kennedy's Panel on Mental Retardation.

3 Committee Vice Chairman Victor Reisel, nationally syndicated columnist and radio commentator, blinded during labor racket hearings.

4 Committee Vice Chairman Jayne B. Spain, formerly corporation president and civic leader in Cincinnati, now Vice Chairman, U.S. Civil Service Commission, and crusader for employment of handicapped and women in government.

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5 "Father" of "NEPH Week" and of the President's Committee, Paul A. Strachan, president of the American Federation of the Physically Handicapped, in 1948.

6 President's Committee Chairman Vice Admiral Ross T McIntire, 1947-1954.

7 President's Committee Chairman Maj. Gen. Melvin J. Maas, 1954-1964.

8 The 1960 Commemorative stamp had the most complete promotion of any stamp previously issued by the Post Office. Ceremonies took place in all State Capitals and many American cities.

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9 A LIGHT MOMENT in the White House Rose Garden as President Kennedy receives the new Committee Seal minus the word "Physically." General Maas in front has just made the presentation. To his right is Civil Service Commission Chairman John Macy. In rear (l to r) is Vice Chairman Ken Watson, Bernard Posner and Dorothy Dunnigan of the staff, and Lou Levine, USES Director.

10 Longtime Awards Committee Chairman Millard Rice (left) with General Maas and Mary Switzer, as she receives Committee's highest honor, Distinguished Service Trophy.

11 General Graves B. Erskine receives Committee Distinguished Service recognition for pioneering the structure of the President's Committee and Governors' Committees. Chairman Vice Admiral Ross T McIntire, (MC), USN, Retd., makes the presentation.

12 The "Big Three" during the Eisenhower years. Labor Vice Chairman Gordon Freeman (left), President of the International Brotherhood of Electrical Workers; Chairman Mel Maas; and industry Vice Chairman Earl Bunting, former President and Managing Director of the National Association of Manufacturers.

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13 In Washington, D.C., a temporary post office was set up outside the District Building with ceremonies presided over by D.C. Committee Chairman J. Leo Lynch. Miss Washington of 1960, and Committee staffers Rosa Coates (center) and Inez Buchanan purchased the new stamp.

14 President Eisenhower met with officials of the President's Committee on Employment of the Physically Handicapped at the White House, January 9, 1957, and accepted the official seal of the Committee from Maj. Gen. Melvin J. Maas, USMCR, Ret., Chairman. Looking on are Gordon M. Freeman, (left) and Earl Bunting (right), Vice-Chairmen of the Committee.

15 Among the approximately 30 persons received in private audience by Pope Pius XII, August 5, 1957, were Mr. and Mrs. E. B. Whitten (6th and 7th from the left), Mr. and Mrs. Thomas Medders (4th and 5th from the left, dark glasses), Mr. and Mrs. Milton Cohen (7th and 8th from the right), and William P. McCahill (far right). Mr. Whitten is a member of the President's Committee Executive Committee, Mr. Medders is an official of the National Society for Crippled Children and Adults, and Mr. Cohen is executive director of the Federation of the Handicapped.

16 Miss Mildred Scott, one of the first members of the President's Committee on Employment of the Handicapped, receives the Distinguished Service Award from Harold Russell.

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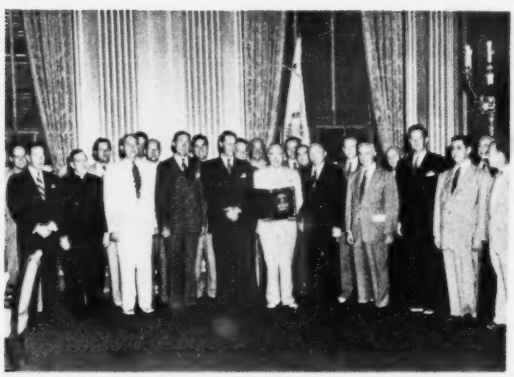

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17 Shortly after taking over as Chairman in 1964, Harold Russell (seated) poses with staffers Bernard Posner, Miss Dorothy Dunnigan, William P. McCahill and Vincent P. Hippolitus.

18 Maj. Gen. Melvin J. Maas (left) met Feb. 14, 1962, with President Kennedy at the White House. The President signed a new Executive Order which changed the name of the President's Committee by deleting the word "Physically" from the title. During the meeting President Kennedy presented the President's Committee Distinguished Service Award to Governor Leroy Collins (center), President of the National Association of Broadcasters.

19 Annual Meeting, August 17, 1951-left to right, first row: Karl R. Bendetsen, Msgr. Howard J. Carroll, Louis Johnson, Charles E. Wilson, Maurice J. Tobin, President Harry S Truman, Vice Adm. Ross T McIntire, Oscar R. Ewing, John J. Sparkman, George Barr, Ralph Wright. Left to right, second row: Gen. Harry H. Vaughan, Robert T. Creasey, Dr. Howard Rusk, Joseph C. Dunn, Philip Kaiser, Francis P. Whitehair, Lt. Gen. Graves B. Erskine, Roswell L. Gilpatric, Michael J. Galvin, Eric Johnston, Earl H. Gammons, Theodore Marks.

20 Cartoonists Committee breakfast, held Tuesday, December 15, 1959, in the Capitol, marking the organization meeting of the new Cartoonists Committee. Left to right: Mort Walker, Gen. Melvin J. Maas, Allen Saunders, L. D. Warren, Walter Lister, Milton Caniff, and Chester Gould.

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21 Lenore Romney speaks to the Women's Committee Banquet in April 1971. Among others present was former Governor of Michigan and new Housing and Urban Development Secretary George Romney, back to camera at head table.

22 In White House Rose Garden, President Nixon presents President's Trophy for Handicapped American(s) of the Year 1971 to twins, Richard and Robert Santin while Chairman Harold Russell watches.

23 The Vice President, Spiro T. Agnew, as keynoter at the 1970 Annual Meeting.

24 President Nixon receives a "Hire the Handicapped" button from William Passmore, Handicapped American of the Year, at a Rose Garden ceremony held on May 1, 1969. Attending the ceremony were the five top winners of the "Ability Counts" Contest and the two recipients of the President's Committee's Distinguished Service Awards, Stevie Wonder (6th from left), the popular singer, and Congressman Charles Bennett (far right) from Florida.

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25 Talented teenager and youth music idol, blind Stevie Wonder, received the Committee's Distinguished Service Award at the 1969 Annual Meeting and regaled the audience with his hit songs, accompanied by members of the Marine Band.

26 Frequent keynoter at Annual Meetings during the Johnson Years, Vice President Hubert Humphrey strikes a characteristic pose with friend Harold Russell.

27 Frequent international visitor from Norway, Dr. Paul Paulsen, speaks to banquet toastmaster and Metromedia Executive Mark Evans (right) during the 1967 meeting.

28 The Speaker of the House John W. McCormack accepts Distinguished Service Award at 1965 annual meeting.

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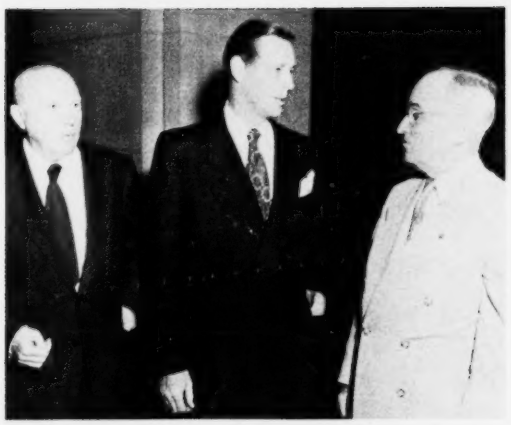
29 President Kennedy, following his speech in 1963, thanks the interpreter for the deaf, Dr. Elizabeth Benson.

30 Original member of the Committee and long-time Executive Committee member, Mrs. Esther Van Wagoner Tufty, calls the roll of states at the 1962 meeting. Mrs. Tufty, affectionately known as "the Dutchess" is a well-known Washington newspaper woman.

31 Long-time Cartoonists Committee Chairman, Allan Saunders of Mary Worth and Steve Roper fame, amuses members with his platform talk and cartoon drawing.

32 Best-known of the Committee films, "Employees Only," was produced by Hughes Aircraft with Justin Johnson and General Ira Eaker in leadership roles. Here, Bernard Goodman (right), Warner Brothers Vice President and PCEH Motion Picture Subcommittee Chairman, presents General Maas with a condensed version which ran in Warner Brothers theaters for months. The studio also produced another short, "Scenes to Remember," a collection of famous scenes feature films about the handicapped.



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33 President Harry S Truman was the founder and active supporter of the Committee. Here he is at an early Annual Meeting with Vice Admiral Ross T McIntire (MC), USN Retd. (left), and Secretary of Labor Maurice Tobin.

34 First Lady "Ladybird" Johnson examines one of works of art by the handicapped at the opening of a show in the Labor Department lobby in 1964. Pointing to an engraved crystal plate made by the retarded at the Abilities workshops of Henry Viscardi is Mrs. Sylvia Howard, first staff director for the Women's Committee.

35 Mrs. Johnson cuts the ribbon for the Arts and Crafts exhibit. Behind her from left to right are Aaron Solomon, Grace Nicholas (partly hidden), P. J. Trevethan, Esther Tufty, Jane Wirtz, and Henry Viscardi.

36 Boy Scout Troops have served as honor guards for the President or Vice President during Annual Meetings. Here Scouts from Troop 111, St. Agnes Catholic Church, Arlington, Virginia, pose with Vice President Humphrey.

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37 A younger Richard Nixon, then Vice President, greets the first National Commander of the Disabled American Veterans, Judge Robert S. Marx, in whose honor the first prize in the student writing contest is donated annually.

38 Friend of the handicapped and U.S. Senator from West Virginia, Jennings Randolph, speaks at an International Banquet, one of hundreds of gatherings over the years he has addressed on the subject of the handicapped of America.

39 A 1970 picture of the Advisory Council. Left to right seated, Joseph Hunt, HEW; Fred Rhodes, VA; John Will and Lawrence Imhoff, Commerce; Richard Goldstein, HUD; and Richard Shubert, Labor. Standing are William Heffelfinger, DOT; Leonard Mayo, Jayne Spain and Chairman Russell of PCEH; Ira Laster of DOT and Ed Rose of CSC.

40 The senior staff of the President's Committee surround Chairman Harold Russell.

The ingenuity and variety of the educational and promotional methods used in the last half of the 1960's were impressive.

Out of the poster contests came some of the most interesting ideas. From a prize-winning poster in Pennsylvania came an adapted version used to create a sign three stories high and a block long for an Arlington, Virginia department store reminding the whole area that "It's Good Business to Hire the Handicapped." The Connecticut poster contest produced a winner by Thom Steinbeck, son of author John Steinbeck.

The Veterans Administration, with the personal leadership of its Administrator, Sumner Whittier, labored constantly to advance the employment of the handicapped. The VA produced a series of 13 radio programs of folk music by the nation's outstanding performers—Tex Ritter, Jo Stafford, Roger Wagner Chorale, the Easy Riders Trio and many others. A creation of Bernard Posner, of the VA's Information Service (and later Deputy Executive Secretary of the President's Committee) the series—totalling seven hundred sets of the "platters," each carrying a "Hire the Handicapped" spot—was distributed throughout the country in cooperation with Kiwanis International.

The Latter Half of the Fifties

The last half of the 1950's also was a period when the President's Committee and many other organizations began to get serious about tackling one of the most widespread and difficult problems facing millions of handicapped Americans—the problem of architectural barriers. Unnecessary steps—in public buildings and private dwellings—narrow doorways, street curbs to be surmounted, impossible restroom facilities, telephones and drinking fountains thoughtlessly placed out of the reach of the disabled—these and dozens of other design and architectural roadblocks must be removed or modified if education, rehabilitation, employment and normal living were ever to be more than a dream for the handicapped.

The President's Committee, after talking and agonizing over the problem for some time, brought the problem to the top in 1956 when it brought to Washington for the annual meeting Hugo Deffner, Oklahoma insurance executive. Himself handicapped and operating from a wheelchair, Deffner had conducted a strong campaign to begin eliminating these architectural barriers when few people were fully aware of the nature and extent of the problem.

When he accepted the President's Committee trophy as "Handicapped American of the Year," Deffner, a polio victim, pointed out that he had been unable to attend high school or enter a United States Post Office because of steps. "Safety begins at the front door" he said, "and nobody is going to be hired that can't get in the door."

An early campaigner in this effort was the National Society for Crippled Children and Adults, so a merger of aims and plans with the President's Committee was natural. Governors' Committees and Mayors' Committees made common cause with state and local affiliates of the National Society, and helped bring many other public and private organizations into the battle.

The Executive Committee of the President's Committee named an ad hoc committee to work intensively on this specific problem. Many public and private organizations joined forces. The Veterans Administration published a tentative guide on the accessibility of public buildings to handicapped people.

The President's Committee and the National Society for Crippled Children and Adults requested the American Standards Association to join with them and give its specialized

assistance to develop a set of national design guidelines for coping with the architectural barrier problem.

This ASA Committee—for what became Project A-117—was chaired by Leon Chatelain, Jr., former President of the American Institute of Architects and Professor Timothy J. Nugent of the University of Illinois.

After intensive work for many months, the ASA and the many cooperating people from the President's Committee, the National Society and other groups, produced a far-reaching set of standards entitled "American Standard Specifications for Making Buildings and Facilities Accessible to, and Useable by, the Physically Handicapped." In 1961 the standards received the official approval of the American Standards Association and at the National Society's meeting that year, a broadly-based national attack on architectural barriers was begun. Deputy Executive Secretary Banta was the Committee liaison officer orchestrating this monumental achievement.

Said Adm. George F. Hussey, Jr., Director of the American Standards Association regarding the intensive work of the Committee which produced the standards: "No municipality, no state, and certainly no company could command the services of the various talents that sat around the committee table to make these standards available."

Said General Maas when a set of the standards was presented to him: "This is a declaration of independence for the handicapped."

The challenge presented by the enormity of this architectural barriers task was accepted by the nation's new President, John F. Kennedy. Himself personally familiar with the problems of disability, with strong personal and family convictions about the problems of mental retardation, and with a determination to help move forward the nation's efforts for all handicapped people, President Kennedy welcomed this new determination on an old problem. Describing the importance of the new set of standards in dealing with architectural barriers, President Kennedy made clear that "... We must remember that standards remain nothing more than words and phrases, unless they are translated into action. To serve the purpose for which they were created they must be adopted. They must be put into use in designing new public buildings and remodeling old. The acceptance and adoption of these standards now become the business of citizen and governmental authorities everywhere. I am sure they will rise to the challenge."

Governors' Committees on Employment of the Handicapped, crippled children societies, vocational rehabilitation agencies, units of United Cerebral Palsy of America, civic groups and many others accepted the challenge and went to work. Over the next several years, the Nation would see dozens of actions—the enactment of laws by most states governing architectural features with respect to the handicapped, the creation in Washington of a National Commission on Architectural Barriers, hundreds of local and state projects undertaken to provide the educational, technical and operating information needed to resolve the specific problems of a community.

Yet with this intensive drive on one major problem, the President's Committee managed to use its resources and its influence to push on many other fronts at the same time. The basic educational job regarding the employability of the handicapped could not be neglected. One of the most active colleagues in carrying this message to "Build a Better America—Employ the Handicapped," was the Advertising Council, which drew upon the cooperation of the outdoor advertising industry to place this message on more than 3,000 billboards in every area of the country and on Post Office trucks all over America.

In California, the Hughes Aircraft produced its famous motion picture, "Employees Only." This 15-minute documentary film, narrated by actor Bob Cummings, was adopted as

the official film for NEPH Week in 1958. The film, nominated the following year for an Academy Award, presented a series of interviews with handicapped employees of Hughes, all of whom were doing an outstanding job. Warner Brothers Studio, distributors of an edited version of the film, reported that nearly 2,000 theaters had shown the film and that it had been seen by 5 million people in the ensuing years.

Much of the remarkable progress written into the nation's history of work for the handicapped was accomplished through the Employer Committee of the President's Committee on Employment of the Handicapped. With nearly 100 of the nation's most prominent employers and major employer associations represented, the Employer Committee exerted a massive effect upward on the employment figures for the handicapped in American industry. First Chairman of the Committee was Arde Bulova, President of the Bulova Watch Company.

By 1957, when the President's Committee observed its 10th anniversary, Walter D. Fuller, former Chairman of the Curtis Publishing Company and 1957 Chairman of the Employer Committee, could report impressive results. Thousands of companies had established excellent records with their policies of giving the handicapped a chance. As a result of their favorable experience, they became even more committed to the principle.

The Woodside plant of the Bulova Watch Company on Long Island employed 222 handicapped persons out of a total of 2,300 employees. At the Chance Vaught Aircraft Company, more than 2,400 of the 13,000 employees were handicapped. Captain E. V. (Eddie) Rickenbacker provided the impetus for Eastern Airlines to hire 1,000 handicapped men and women, out of a total payroll of 12,500.

Dozens of companies were reporting similar changes in the makeup of their labor forces. Some companies asked for specialized help to develop their hire-the-handicapped programs. Sears Roebuck Company, in planning the inauguration of a new policy to hire the handicapped, brought in Dr. Howard A. Rusk and Henry Viscardi, Jr., to conduct a training clinic for Sears representatives from all over the country.

Cumulatively, these figures added up to some impressive national totals. By the time of the President's Committee's tenth birthday in 1957, it was estimated that more than 2,600,000 physically handicapped people had been placed in jobs by local employment service offices during the first decade of the Committee's existence. Along with this encouraging statistic was the fact that, in the process of achieving such results, a whole nation had been educated to the importance, the necessity, of making provisions for useful work for the millions of handicapped people who wanted to assume a useful, self-respecting place in the community life of the nation.

President Eisenhower paid tribute to this progress when he helped observe the tenth anniversary: "The progress that has been made in rehabilitating and employing the handicapped the past decade in the close partnership between the dedicated volunteers and equally dedicated professionals has truly made the past ten years the brightest in history for the handicapped of the United States."

Emphasis on the Mentally Handicapped

Almost from the birth of the President's Committee, there had been discussions of whether the Committee should direct its attention and efforts to support of employment for those who were recovering from mental illness, as well as those with mental retardation. By the late 1950's, this question was reaching a point where policy decisions must be made.

Chairman Maas, testifying before the House Appropriations Committee in 1957, explained that this whole subject was under serious consideration by the President's Committee, although the final decision—which would involve many organizations in and out of government—had not yet been reached. He advised the Congressional committee that "The greatest assistance we can render to the mentally ill and the mentally retarded is the progress we are making in breaking down the prejudice and discrimination against the physically handicapped . . . This is paving the way. . . . This time will come."

In 1959 the Executive Committee of the President's Committee took another specific step toward that "time." The Committee directed that a study be made of incorporating the problems of the mentally ill and the mentally retarded into the work of the President's Committee, as a means of giving the Executive Committee more and better facts on which to reach a decision.

While the President's Committee would not inaugurate its aggressive program for the mentally restored and mentally handicapped until the early 1960's, it was apparent by the late 1950's that a decision had been reached as a matter of personal conviction, if not as an official conclusion.

One of President Eisenhower's favorite activities—the People-to-People Program—had quickly recognized the international character of disability by appointing a People-to-People Committee on the Handicapped. Gen. Maas, named Chairman of the new Committee, found immediate interest and excitement in sharing among the nations of the world the universal problem of handicapping conditions and the normal human desire of people everywhere to help each other help themselves.

The President's Committee already had been active as a participant in numerous international programs and organizations. Now, through the Committee on the Handicapped, a new avenue had been opened through which the experience and know-how of the President's Committee could be effectively put to use in a wider sphere.

At the 1959 annual meeting of the President's Committee, Sir Kenneth Coles of Australia, President of the International Society for the Welfare of Cripples, emphasized this common concern for the handicapped as one of the great opportunities facing nations everywhere in their pursuit of peace. "Here," he said, "is one sure path to the hearts of men in the brotherhood of nations, one clear way of working toward world understanding."

While the Committee on the Handicapped of the People-to-People Program worked to gain better understanding of the handicapped, it used other activities as well. Like the other People-to-People organizations, it established Sister Cities relationships between United States cities and those in foreign countries where local leaders wished to relate to a foreign city's efforts to improve the lot of their handicapped men, women and children. The Committee worked cooperatively with other groups to collect and send abroad large quantities of prosthetic limbs and other prosthetic devices which were used to construct new limbs for amputees abroad who otherwise would never have the benefit of an artificial device.

Both international and domestic promotional work was involved in one of the most effective campaigns ever carried out by the President's Committee. In 1960, after more than eight years of effort by the President's Committee, the U.S. Post Office Department issued a commemorative four-cent "Employ the Handicapped" postage stamp to carry the message across the United States and to many countries abroad. The occasion was the Eighth World Congress of the International Society for the Welfare of Cripples at the Waldorf Astoria Hotel in August. Assistant Postmaster General Frank Barr presented souvenir albums of the bright blue commemorative stamp to Gen. Maas, Sir Kenneth Coles, and to Joseph Foss,

President of the National Society for Crippled Children and Adults and former Governor of North Dakota.

Souvenir albums of the new stamp also were presented to the representatives of each of the 52 countries attending the World Congress.

"Second day ceremonies" were held in almost all state capitals and the District of Columbia the following day. Conducted by the Chairmen and Secretaries of Governors' Committees together with postal authorities, these ceremonies were widely covered by representatives of the press, radio and television, who recorded the presentations to the respective Governors. In San Francisco, the ceremony took an unusual form: Frank Curley, former Chairman of the local Committee on Employment of the Handicapped, arranged the presentation ceremonies from his bed in a VA hospital and watched while the San Francisco Postmaster, John Fixa, sold a year's supply of the new stamps to Nathan L. Fairbairn, President of the California Compensation and Fire Company.

The meeting at the Waldorf produced another notable step in international rehabilitation. The name of the International Society for the Welfare of Cripples gave way to the strong new emphasis on rehabilitation, and the organization became the International Society for Rehabilitation of the Disabled, with Donald V. Wilson continuing as its Secretary General.

Cartoonists Contribute Their Talent

The 1960 annual meeting of the President's Committee introduced one of its most ingenious ideas for reaching an American audience. With the formation of a Cartoonists Committee, most of the creators of the nation's best-known comic strips joined in the effort to bring the message of hire-the-handicapped to the American people in the newspapers they read every day. Chairman of the Committee, Allen Saunders—creator of "Mary Worth" and "Steve Roper"—counted among his Committee members such nationally and internationally known cartoonists as Charles Schultz ("Peanuts"), Al Capp ("L'il Abner"), Chester Gould ("Dick Tracy"), Mort Walker ("Beetle Bailey"), Milton Caniff ("Steve Canyon"). Political cartoonists joined the group as well—L. D. Warren of the *Cincinnati Enquirer*, Scott Long of the *Minneapolis Tribune* and the *Des Moines Register*.

The cartoonists enlivened the 1960 annual meeting with their "variety show"—cartooning sessions, chalk talks and skits. Many of them also joined state and regional meetings on employment of the handicapped. Six of their cartoons were designed specifically to bring out the facts about employing the handicapped.

One result was that, across the United States, readers of the syndicated strip "Steve Roper" were introduced to a new cartoon hero—"Chuck Steele," a two-fisted, one-armed ex-Marine who, as a news photographer, could handle a large Graflex with the dexterity of an octopus. Millions of readers followed his experiences, such as the time at an employment interview when Chuck Steele proved his ability to the publisher of "Proof" who finally concluded that "It's good business to hire the handicapped."

With the formation of the Library Committee in 1960, the resources of America's libraries were brought into the effort to promote job opportunities for the handicapped.

Libraries employ handicapped persons—in jobs ranging from clerical to professional. This effort has been enhanced by a policy statement supporting employment of the handicapped from the prestigous American Library Association.

In addition, many libraries regularly set up displays built around books about handicapped people who have overcome impairments to become contributors to society. Libraries

help many handicapped persons to meet their career or educational reading needs by providing conventional print materials or by making it possible for those eligible to receive Braille, recorded or large print reading matter from the Division for the Blind and Physically Handicapped of the Library of Congress or one of its Regional Libraries.

In November, 1960 John F. Kennedy was chosen by the voters as the new President of the United States. He came to the office with more than casual knowledge of handicapping conditions. As a lasting memento of his Naval experience in World War II, he struggled with the pains of a chronic back injury. From his experience with a mentally retarded sister, the problems of retardation were very real for the President.

The new President would have a decisive impact on the nation's ideas about mental retardation, and on the work of his President's Committee on Employment of the Handicapped.

Each year the President's Committee on Employment of the Handicapped seemed to bring out new and unexpected ways of conveying the message of handicapped people. In 1961 the annual meeting was the occasion for the world premiere of "March of the Valiant." Written by a retired Marine bandsman, Henry Stephen, the march was dedicated to all handicapped Americans and became the official march of the President's Committee. It was played for the first time before Vice President Nixon, who appeared for President Eisenhower to present the President's Trophy as Handicapped American of the Year to Charles Caniff, Executive Director of the Conference of Rehabilitation Centers and Facilities. In a Monologue of Courage, broadcaster Edward P. Morgan recounted Caniff's inspiring life story, including his near-fatal injury in an airplane crash and his remarkable courage and persistence in fashioning a new and active and responsible life for himself.

Employers Are Recognized

To give nationwide recognition to employers for outstanding service in expanding the employment of handicapped persons, a new award was presented in 1961. The first "Employer of the Year" award, sponsored by the National Association of Manufacturers and the President's Committee, was bestowed on Edward K. Foster, Vice President of Bendix Corporation of Baltimore, who had been nominated for this honor by the Governor's Committee of Maryland.

This was a part of the President's Committee's new emphasis on spotlighting the key person in the whole process—the employer. A campanion effort was aimed at the 4 million small companies in the United States which then constituted 95 percent of the Nation's business firms and employed 50 percent of the nation's work force. (A company employing less than 100 workers met the accepted definition of "small business.")

In cooperation with the Small Business Administration, the President's Committee developed and distributed 5,000 pamphlets.

One of those who spoke with authority at the annual meeting about the placement of workers in small business was Aaron N. Solomon, President of Ace Electronics, Inc. of Somerville, Massachusetts. Mr. Solomon had started his company (manufacturing small precision components for the electronics industry) with only three employees, of whom two were handicapped. In a highly competitive industry he was employing 170 workers of whom 75 percent were disabled. He made the economic soundness of his approach to business and hiring clear and simple: "My appearance here is only made possible by the productivity of the so-called unemployables."

For his leadership in explaining and demonstrating the practical wisdom of hiring the handicapped, Mr. Solomon was selected two years later to be the President's Committee's Employer of the Year.

President Kennedy's Impact

The Committee welcomed the many new efforts being made under President Kennedy to come to grips with the problems of poverty among the American people. The twin problems of disability and poverty were a familiar sight to all who struggled to help the handicapped. Cooperative plans were developed between the Committee and Sargent Shriver's Office of Economic Opportunity, the Manpower Administration of the Department of Labor, the Division of Vocational Education and the Office of Vocational Rehabilitation in HEW, and numerous other groups.

Of particular impact was President Kennedy's strong public stand for a far more enlightened approach to mental retardation, and more aggressive action to find the causes, develop means of prevention, and build rehabilitation programs for its victims. To provide a focal point, he named a President's Panel on Mental Retardation and charged it with developing a continuing program to pursue these three aims.

One result of President Kennedy's interest, technical in nature to many people but of broad significance to the work of the President's Committee on Employment of the Handicapped, was the issuance of an Executive Order (10994) by President Kennedy in 1962, deleting the word "Physically" from the name of the President's Committee. Said the President at the time: "Today we are changing the name of this Committee . . . because we do want to emphasize the great importance of hiring people who may have suffered some degree of difficulty mentally. These people deserve our whole-hearted support and cooperation in making it possible for them to live useful and fruitful lives." Thus in 1962 the Committee became the President's Committee on Employment of the Handicapped.

The Committee actually had begun its work in the field of mental illness earlier. Dr. Ralph T. Collins, Consultant in Psychiatry to the Eastman Kodak Company, had been named head of a Committee on the Mentally Handicapped and had chaired a panel discussion of their employment at the 1961 annual meeting. With him on the panel were Dr. Jack R. Ewalt, Superintendent of the Massachusetts Mental Health Center; Maurice J. Reisman, a Supervisor of the Pennsylvania Bureau of Rehabilitation; and Albert Deutsch, author and journalist.

In trying to estimate the magnitude of the need for employment among the mentally restored, national statistics sometimes were less revealing than small experiences. One illustration of this was so unusual that two widely-differing magazines—*Time* and *Performance*—both carried the story: A psychiatrist, in collaboration with two young men who were starting a toy-making business, placed a classified newspaper ad offering jobs to "those who have experienced mental or emotional illness." The ad brought immediate responses from 110 people. (The new toy company promptly hired 20 of them.)

The work for employment of the mentally retarded and mentally restored took on new proportions when Bernard Posner joined the President's Committee staff in 1960 to concentrate on this effort. Beyond his mastery of public relations skills, "Bernie" Posner had ideas for conveying the story in new ways, for converting the abstractions of statistics into the realities of everyday life. In the belief that he should practice before he preached, Posner began a unique series of personal forays into the worlds of the mentally restored and the

retarded, living for several days at a time in work situations, among placement workers, and in other places where the attitudes, good and bad, were revealed in the simple language of daily life. Then he came back and wrote, for the President's Committee and its thousands of constituents, moving accounts phrased in the language of everyday living.

Local committees, Governors' Committees and the President's Committee began to accent employment of the mentally handicapped at state meetings and otherwise. Mental health experts became active members of many state and local committees. The U.S. Civil Service Commission produced a new program to exempt qualified mentally retarded individuals from the usual Civil Service exams for certain positions, through new hiring procedures. The President's Committee urged State governments to follow a similar policy and 35 Governors had responded positively. In Connecticut the Governor's Committee helped establish a carwashing center on the State Armory grounds in Hartford staffed by 20 mentally retarded youths employed to maintain state cars.

After fifteen years of service, the President's Committee in 1962 combined a look at the progress in those fifteen years with some new plans for the future.

The U.S. Employment Service announced that year that, since the Committee began its work, more than 4 million handicapped workers had been placed by the state employment services. USES leaders like Art Motley and "Chuck" O'Dell helped greatly.

The Federal-state vocational rehabilitation program announced that in the past year, more than 100,000 handicapped people had been rehabilitated and placed in employment—a new all-time record.

President Kennedy joined in applauding that record by inviting HEW Secretary Anthony Celebrezze, Mary E. Switzer and others to the Rose Garden of the White House for a special ceremony.

Women's Groups Are Mobilized

One of the new plans for the future that year resulted in the appointment of a Women's Committee, under the Chairmanship of Dr. Dorothy Stratton. The Committee represented many of the leading women's organizations in the country and provided a practical outlet for the desire of large numbers of women to actively help in the broad task of opening more doors to employment for the handicapped. In establishing the Women's Committee, General Maas emphasized the value of women in molding public opinion when he said, "Women united in America can change not only America, but the world." He felt that women should be more deeply involved in the programs of the President's Committee and that many great women's organizations could be of tremendous help in removing tangible and intangible barriers to gainful work for the handicapped. Consultants to the Women's Committee were Alice Leopold, Director of the Women's Bureau; Miss Switzer, Director of the Office of Vocational Rehabilitation; Dr. Lillian M. Gilbreth, world renowned industrial engineer; and Mrs. Arthur Goldberg, wife of the Secretary of Labor.

In the early stages of the Women's Committee work, Mrs. Goldberg suggested that the group undertake a program "to improve the design, quality, workmanship and saleability of products made by the physically and mentally handicapped."

The Women's Committee worked to promote the sale of arts and crafts products already being made by the handicapped, particularly those who were homebound or in sheltered workshops. At the 1963 annual meeting of the President's Committee, an exhibit of paintings by handicapped artists was held. These early activities were the beginning steps for what

developed as an eight-year program aimed at providing new outlets for the creative talents of the handicapped and an avenue to employment for many of them.

The Women's Committee, in cooperation with the National Society for Crippled Children and Adults, also voted to attack the problems of architectural barriers which bar the handicapped from education, employment, and community activities. Assistance to handicapped homemakers in management of their homes, later known as Homemaker Rehabilitation, was recommended by Dr. Elizabeth Eckhardt May of the University of Connecticut. The principles of work simplification, originated by industrial engineer, Dr. Lillian M. Gilbreth, another member of the Women's Committee, were applied to this program to establish homemaking as a viable vocation and to support rehabilitation services for the handicapped homemaker.

One of the most unusual sessions during an annual meeting was the Simulated Congressional Hearing in 1962. Three Congressmen—Winfield Cade Denton of Indiana, Melvin R. Laird of Wisconsin, and Robert H. Michel of Illinois conducted the "hearing." All persons attending the annual meeting that year had been invited to submit testimony or questions on any subject related to the handicapped. From the hundreds of entries submitted, the judges selected a dozen witnesses to appear before the "committee." Along with the specific answers they received and the views they heard, the audience was impressed with one central fact: these three members of the U.S. House of Representatives were thoroughly familiar with the problems of handicapped people and deeply committed to the task of solving those problems.

In November of 1963, the nation reeled with the shock of news that President Kennedy had been assassinated in Dallas. The Nation had lost an admired Chief Executive; the President's Committee had lost its leader; and the handicapped had lost a friend.

Like the rest of the country, the Committee rallied behind the new President. Lyndon B. Johnson, himself the victor over a serious heart attack in the 1950's, already was a strong supporter of the Committee's work. As Vice President, he had met with the Committee, and as a Congressman many years before, he had known fellow Congressman Mel Maas. But the renewed friendship between the President and the Chairman would be brief. A few weeks before the annual meeting in 1964, Gen. Melvin T. Maas died at the Bethesda Naval Hospital. From all over the country, expressions of loss in his passing, admiration for his personal qualities, and praise of his achievements poured in.

Said President Johnson: "Not just the handicapped but all the land grieves the passing of one of America's true heroes, Major General Mel Maas.

"Blinded in the service of his country a decade ago, he taught himself a new existence without sight, traveled the world over, and inspired people everywhere about the capacities and abilities of the handicapped. Arthritis crippled his limbs and massive heart attacks limited his mobility; yet his spirit was whole, his spirit was never disabled."

Reminiscing about his fellow Marine, Lt. Gen. Graves Erskine recalled: "When Mel Maas retired . . . he paraphrased Gen. McArthur's famous remark about old soldiers. Mel said, 'Old Marines never die, they just take one step to the rear rank and keep pushing the young ones forward.' "

With the annual meeting of the President's Committee only a few weeks away, President Johnson moved promptly to name a new Chairman. In April, Harold Russell, also famed for his military experiences, was appointed Chairman of the President's Committee on Employment of the Handicapped. He had been active in the work of the Committee and had been appointed a Vice Chairman by President Kennedy in 1962.

Chairman Russell also was familiar to millions throughout the United States as the handless sailor in the Academy Award winning film of 1947, "The Best Years of Our Lives." As an Army sergeant and paratroop instructor in World War II, he had lost both hands in an Army training accident when a defective fuse cap exploded prematurely. From his own personal experiences in overcoming this severe handicap, Russell breathed realism into the film role. For his performance he was presented with two "Oscars," one for the best supporting performance by an actor, and the other for "bringing aid and comfort to disabled veterans through the medium of motion pictures."

Reaffirming his strong convictions about the potential of handicapped people, President Johnson addressed the 1964 meeting of the President's Committee and told the audience: "I have seen again where the greatness of this land rests. It rests not in our cities or our prairies, or our wealth: it rests on the unconquerable spirit of our people." Turning to Jerry Walsh, selected as Handicapped American of the Year, and to Chairman Russell, the President remarked: "You, Mr. Walsh, and you, Mr. Russell, have made us all stand taller . . ."

President Johnson praised the actions taken by several Federal agencies to increase progress in the employment of the handicapped. "We have made sound progress," he said, "and prospects for real progress are bright."

The President's Committee also acquired a new Vice Chairman in 1964. Mr. Leonard Mayo, with many years experience in rehabilitation work for the disabled, soon became a key working Vice Chairman in the conduct of the President's Committee's many educational programs.

The First Lady, who accepted the Honorary Chairmanship of the Women's Committee in 1964, took an active role in the meeting that year, cutting the ribbon to open the Arts and Crafts Exhibit by the Handicapped in the lobby of the Departmental Auditorium. She was assisted by Mrs. W. Willard Wirtz, wife of the Secretary of Labor and Chairman of the Exhibit Committee, who was beginning a long period of dedicated service to the work of the President's Committee.

Project Earning Power

The success of the arts and crafts effort by the Women's Committee was leading the group into new and bigger ideas of service. To help in the search for good design, the Committee enlisted the services of Raymond Loewy, Chairman of the Board of the industrial designing firm of Raymond-Loewy-William Smith, Inc. Mr Loewy volunteered to coordinate the efforts by members of the Industrial Designers Society of America (IDSA) to assist handicapped persons who wished to upgrade their individual creations.

From this, it was a small step to the next concept—a plan through which this professional group would supply designs for products to be manufactured by sheltered workshops.

In the fall of that year, the Women's Committee, working with the National Society for Crippled Children and Adults and others, developed a plan for testing various approaches to upgrading the design and workmanship of these products, and to develop a marketing system. Aided by a grant to the National Society from the Vocational Rehabilitation Administration in the Department of HEW, this major project was undertaken and in the following year, Project Earning Power got underway.

1964 was a year when unusually large numbers of talented and creative people joined the cause of the President's Committee.. Mrs. Jayne Baker Spain was a feature speaker on the program of the annual meeting, where she presented eloquently the employer's viewpoint in

the hiring of the handicapped. Although Mrs. Spain was one of America's outstanding employers of the handicapped, she was probably even better known overseas than in her own country. In a series of United States exhibits at international trade fairs in Eastern Europe she opened the eyes of the Communist bloc countries to the industrial potential of their own handicapped people, at the same time demonstrating America's concern for its handicapped and our success in opening employment to them. In Salonika, Greece, in 1962, the hit of the Trade Fair was an Alvey-Ferguson conveyor system, assembled and operated under her supervision by six local Greek youths, all blind. Her exhibit was repeated, with local handicapped workers, at Trade Fairs in Algeria, Yugoslavia, Poland, Czechoslovakia, Hungary, and India. Some of these were seen by over a million people.

Mrs. Spain, President of the Alvey-Ferguson Company in Cincinnati, continued her devoted work to the programs of the President's Committee and in 1966 was appointed by President Johnson as a Vice Chairman of the Committee.

In 1965 the Women's Committee sponsored a National Student Design Competition to obtain good designs for use by the homebound handicapped in making saleable products. The $1,000, $750, and $500 awards were donated by Mrs. Mary Schneeman in memory of her mother Mrs. Helen Leith, and presented by Mrs. Muriel Humphrey, wife of Vice President Hubert H. Humphrey, at the annual banquet of the Women's Committee in April 1965.

There was standing room only in the Labor Department auditorium for the opening session of the 1965 annual meeting. The two-day meeting attracted nearly 2,000 delegates.

As Mrs. Stephen J. Nicholas, Chairman of the Student Competition Committee and Executive Secretary of the General Federation of Women's Clubs, called the role, every state responded plus a dozen foreign countries—Brazil, Italy, India, Great Britain, Japan and others. Chairman Harold Russell welcomed the delegates and presented a citation for "a lifetime of dedicated service to the handicapped" to John W. McCormack, Speaker of the House of Representatives. Dr. Harold Yuker, Professor of Psychology at Hofstra University, gave the keynote speech, "America's Attitude Toward the Disabled: Progress and Prospects."

The concluding event was the International Luncheon in the Grand Ballroom of the Willard Hotel. Sumner G. Whittier, Executive Director of the National Society of Crippled Children and Adults presided as toastmaster and introduced the speaker, Samuel B. Thomsen of the State Department. His subject: the War in Vietnam.

Increasingly the mounting problems of disabled Vietnam veterans were receiving the attention of the President's Committee. The totals were climbing and by 1968 there would be more veteran amputees from the Vietnam War then the combined totals of World War II and the Korean War. More of the injured were being saved because of surgical advances and more rapid evacuation to military medical facilities. The Veterans Administration, the veterans organizations, and many others, including the President's Committee, were redoubling their efforts. But in the mounting tensions over an unpopular war, the disabled veteran was too often pushed into the back of the public consciousness. The President's Committee knew that it had a major task ahead to see that those who overcame their handicaps and tried to establish themselves in a job and a normal life would have all the opportunities that a grateful nation could provide.

The Women's Committee was moving ahead with Project Earning Power. With Mrs. W. Willard Wirtz as project chairman, the volunteer fashion and industrial designers had been brought into contact with the representatives from workshops for the handicapped. An idea had become a feasibility project.

Project Earning Power set up a business structure and created three task forces—in Los Angeles, New York and Chicago—to test different approaches to the problem of designing proprietary products that workshops could manufacture with profit.

In concentrating more of its attention on the problems of the severely handicapped, the President's Committee placed renewed emphasis on the homebound and the clients of sheltered workshops.

In cooperation with the President's Committee, the General Services Administration, and later the Department of Defense, urged all contractors receiving Federal business to give sheltered workshops "every opportunity to compete for subcontracts." A statement attached to every contract and signed by GSA Administrator Bernard L. Boutin and Assistant Secretary of Defense Paul R. Ignatius pointed out that sheltered workshops "can supply a wide variety of goods and services at competitive prices." The Department of Defense distributed a directory of 200 workshops and their production capacities to their procurement officers and prospective prime contractors.

Architectural Barriers Shattered

By 1965 the nationwide movement to remove architectural barriers through state and local action had gathered real momentum. The Governors' Committees and the State Easter Seal Societies took the lead in urging adoption of state legislation to require conformity with the approved standards of the American Standards Association in all buildings constructed with public funds.

In September of 1965 Pennsylvania became the 21st state to adopt such a law. Among those states with laws already on the books—due in large measure to the State Committees—were Alabama, Colorado, Connecticut, Florida, Iowa, Minnesota, New Mexico, Rhode Island, South Carolina and South Dakota.

The National Park Service had moved to eliminate barriers in the 200 public parks and monuments under its jurisdiction, including the grave of President Kennedy in Arlington National Cemetery in Washington.

In Iowa all safety rest areas on interstate highways were designed or modified to include facilities accessible to the handicapped—reserved parking spaces, a curb cut, no steps, appropriate restroom facilities. In Idaho the State Department of Highways in cooperation with the Governor's Committee constructed a model rest area accessible to the handicapped on an interstate highway.

This rising volume of insistence that architectural barriers be removed had another result that year. In enacting the 1965 amendments to the Vocational Rehabilitation Act the Congress included provisions to establish a National Commission on Architectural Barriers, to take advantage of the gains already made and try to speed the day when the problem would be solved.

The change in the rehabilitation law that year had many more provisions to advance the rehabilitation and employment of handicapped people. It made large increases for financing the service-giving programs of the state vocational rehabilitation agencies. It introduced a system of state-wide planning, to help each state measure its resources. It authorized a new program of assistance in construction of rehabilitation facilities, and a new set of programs to improve the operations of workshops for the handicapped. And it took care of a problem of the President's Committee by raising the amount authorized to be appropriated for the Committee's operations.

The following year the President's Committee went after the problems of employment of the severely disabled in still another way. It called together representatives of the major national voluntary associations. Chairman Russell told the group that persons with disabilities such as cerebral palsy, muscular dystrophy, blindness, multiple sclerosis, epilepsy, congenital deformities and other severe impairments were being bypassed in the workaday world. He suggested that the private agencies representing these groups make employment a major goal in their programming; that they apply for research and demonstration project funds from both the Vocational Rehabilitation Administration and the Department of Labor, to undertake special projects on employment; and that they join with the Committee in joint promotional campaigns. The Multiple Sclerosis Society, Muscular Dystrophy Association and American Foundation for the Blind and others worked with the President's Committee in such campaigns over the next few years. An example of their output was the report "Who Says People with MS Can't Work," a study by Dr. Joe Brown of the Mayo Clinic showing most people with multiple sclerosis can look forward to years of usefulness.

That year the Los Angeles Task Force of Project Earning Power became incorporated as a non-profit company under the name of Phoenix Products, Inc. Their major effort was the creation and marketing of a contemporary styled giftware line, created in large part by volunteer industrial designers. Unique to the Los Angeles project was the development of a line of merchandise with a wood and ceramic theme, rather than manufacturing and selling single items.

The Los Angeles group had its share of difficulties in using the workshops as production facilities with needed quality controls, inventory controls and capital fixtures and equipment.

The New York Task Force's main focus was coordination of the diversified volunteer groups—the designers of "soft goods" or "fashions," the designers of "hard goods," consulting firms, marketing agents, industry trade groups and major retail outlets.

A Larger Meeting Hall

While the overflow crowd at the 1965 annual meeting had demonstrated the growth in support for the President's Committee's efforts, it also made something else clear: The meetings would have to move to larger quarters.

So in 1966 the annual meeting was held for the first time at the Washington Hilton Hotel. At the first session in the International Ballroom, the Roll Call of States was read by Esther Van Wagoner Tufty, Washington newswoman and a member of the President's Committee since its beginning.

Chairman Harold Russell, saluting the diversity of the crowd, called upon them to use the strength of this diversity to focus on special areas of need—the severely handicapped, the disadvantaged disabled in city slums and rural ghettos, and stronger grassroots community support.

Vice President Hubert H. Humphrey was on hand to present the President's Trophy to the Handicapped American of the Year, Robert J. Smithdas, Associate Director of the Industrial Home for the Blind in Brooklyn, New York, and to make the awards to the national winners of the Ability Counts contest. Walter Cronkite's "Tribute to Courage" recounted Smithdas long, arduous and successful struggle to overcome his deaf-blind handicap and his present effective services to other deaf-blind by serving as their counselor.

The Vice President, acknowledging the Committee's efforts, told the delegates "the need

for your activity is now urgently essential" because of the tide of rising expectations among all citizens and America's goal of meeting these expectations. He quoted Thomas Wolfe: "To every man, regardless of his birth, his shining golden opportunity; to every man the right to live, to work, to be himself, and to become whatever thing his manhood and his vision can combine to make him. That is the promise of America."

The spaciousness of the ballroom at the Washington Hilton Hotel made it possible to present a demonstration by the U.S. Wheelchair Sports Demonstration Team in 1966. Directed by Benjamin H. Lipton, Director of the Joseph Bulova School of Watchmaking, the wheelchair participants competed in slalom races, shot put, weight lifting, archery contests and other events.

Ben Lipton's conviction is that wheelchair sports are of therapeutic and emotional value to the disabled individual and of educational value for the general public, resulting in better understanding and improved relationships. Young men and women from all over America, in the U.S. wheelchair athletics teams, have demonstrated this impressively in international competitions at Stoke-Mandeville, England; Rome, Tokyo, Tel Aviv, Buenos Aires, Rio de Janeiro, and Kingston, Jamaica. They will carry the U.S. colors in the Paralympics at Heidelberg, Germany, this August. And the U.S. championships have grown so big that this year it will be necessary to hold regional elimination meets to qualify for the national finals.

Dozens of newspaper and magazine stories publicized the feats of these and other handicapped athletes in every sport, including such notables as Jimmy Nichols, one-armed golf pro; St. Louis Cardinal Manager Red Schoendienst, who suffered eye damage and disabling tuberculosis during his career; and Olympic track champion Wilma Rudolph, a childhood victim of polio.

By 1967 it was time again for the President's Committee to review its work, for it had reached its twentieth milestone. Many people who had contributed so much to the President's Committee's work over those years were invited back for a special luncheon at the time of the annual meeting. Said Senator Lister Hill, who had played a crucial role in support of the President's Committee from his vantage point on Capitol Hill: "When you get back home, look into things at your state capitol and see if legislators are matching the available money for rehabilitation which the Congress appropriates, or if the handicapped in your state are being denied a chance simply because nobody has been able to tell the story that rehabilitation doesn't cost, it pays.

"Again, when you get back to your cities, towns and counties, check around and see if there isn't a great deal more that could be done if someone were willing to lead the way. In a volunteer program such as jobs for the handicapped, the responsibility of the volunteer is constant and heavy.

"I am proud to salute you, oldtimers and newcomers, dedicated vocational rehabilitation and employment service personnel and equally dedicated volunteers."

Said Paul A. Strachan, "father" of the movement: "It has been estimated that operations stemming from the 'Week' have been the means of affording employment to more than 5 million handicapped, who earned more than 4 billion dollars and paid taxes of more than 1 billion dollars . . ."

Featured on the program that year was one of America's most interesting personalities, Margaret Mead, anthropologist, sociologist and educator. So small a figure (at 5 feet 2 inches) that she stood on a suitcase to deliver the keynote address, Margaret Mead brought to the President's Committee the kind of stature that comes from worldwide respect. She gave the audience a new insight into both the personal and the sociological meanings of handicapping conditions explaining that: "Every person with a handicap of any sort lives in

a world inaccessible to other people. He has a contribution to make to other people that is different. He has a contribution to make to us."

As part of the international flavor which more and more appeared in the work of the President's Committee, Dr. Frank H. Krusen, known internationally as a leader in physical medicine and rehabilitation for the disabled, and Chairman of the People-to-People Committee for the Handicapped, served as Chairman for an international panel of experts who discussed "cooperation, coordination and communications in hiring the handicapped worldwide." The international interest was heightened further at the banquet by Norman Acton, Secretary General of the International Society for Rehabilitation of the Disabled, who thanked the President's Committee for its cooperative work with the International Society and for "the hand of friendship and cooperation extended for two decades by the President's Committee." Malcolm Hecht took over the People-to-People chair a few years later.

The growing interest in the transportation problems of handicapped people came in for special attention in 1967. At the banquet of the Women's Committee, the first Secretary of Transportation Alan S. Boyd announced that his agency planned to begin supporting long range research into development of greater transportation freedom for the handicapped. He pointed to many elements of transportation design which, in his words, "rob the handicapped person of his mobility." He charged the President's Committee with a share of the responsibility for mounting this attack against transportation problems and told them: "America looks to the leadership of this Committee." Also at this banquet Dr. Dorothy C. Stratton announced her resignation as Chairman of the Women's Committee and the acceptance of Mrs. Jayne B. Spain to serve as its new chairman.

On Capitol Hill in Washington, there was much activity and effort on behalf of handicapped people that year. The Congress enacted further legislation to strengthen rehabilitation work for the disabled. Of particular interest to large numbers was the authorization for funds to help build and operate a National Center for Deaf-blind Youth and Adults. The passage of this law represented the fulfillment of a life-long dream by two of the best known and most respected people in the field of deaf-blindness—the world known figure, Helen Keller, who had urged such a facility throughout most of her life, and Peter Salmon, Director of the Industrial Home for the Blind in Brooklyn where so much pioneer work had been done to develop means of introducing the deaf-blind to useful, enjoyable places in a world of sight and sound.

Public Law 90-480

While one pair of Congressional committees worked on that bill, other committees were engaged in another legislative proposal, this one to assure that where buildings are constructed with the financial assistance of the Federal government, they would have to be designed in such a way as to be accessible to the physically handicapped. Said Senator E. L. Bartlett of Alaska, chief sponsor of the bill and the leadoff witness in the Senate hearings: "The physically handicapped are citizens of this country—just as others of us are; they pay taxes and contribute to the economy of the country—just as others of us do; and they deserve access to their public buildings on an equal basis with the rest of us. This is all they ask—and it is all I ask, Mr. Chairman."

In the House, Congressman Charles E. Bennett of Florida guided a similar bill to passage and in August the legislation was signed into law by President Johnson. Thus the Federal Government took strong leadership by setting this example and conditioning the availability

of Federal funds upon conformance to design which would eliminate architectural barriers for the handicapped.

A unique sewing contest, "Fashion Designs for the Handicapped," was developed in 1968 for members of the General Federation of Women's Clubs, and cosponsored by the President's Committee. Its purpose was to emphasize clothing problems of the handicapped and encourage creative GFWC sewers to make suitable garments for severely handicapped women and children in their communities. Generous cash and product awards were contributed by the Singer Company, Coats & Clark, McCall's Patterns, and the Scovill Manufacturing Co. It is a continuing two-year contest, with outstanding judges such as Adele Simpson, famous designer of women's wear.

In 1969 the Committee received a report from its Ad Hoc Transportation Committee, chaired by Henry Viscardi, Jr., which had been studying intensively the problems of transportation. The President's Committee had worked on many aspects of the transportation problem—airline transport, automobiles and other forms.

The Ad Hoc Committee had concentrated much of its attention on the plans for the construction of a Metropolitan Washington rapid transit system, in the strong belief that the new subway system planned for the nation's capital should serve as a model for the nation. Cooperating closely with the Ad Hoc Committee was the Potomac Valley Chapter of the American Institute of Architects.

Committee member Edward H. Noakes had suggested a novel solution to the problem—a funicular lift to be installed in a regular escalator slot parallel to the other escalators at subway entrances and exits. Such a lift would hold two wheelchairs and six standing passengers.

Chairman Viscardi pointed out that a tremendous amount of volunteer time, in the form of highly expert engineering and architectural advice and experimenting, had gone into the development of the plan for the funicular lift.

The President's Committee was able to report the following year the adoption of this proposal as a part of the construction plans for the new subway system.

At the annual meeting that year, keynoter was Mary E. Switzer, appointed the previous year as Administrator of the new organization in HEW, the Social and Rehabilitation Service. She spoke of the unique nature of the President's Committee and its annual meeting, saying, "I suppose there is no meeting held in Washington like this one. There is no meeting that brings together people of such different beliefs and convictions. There is no meeting that brings such a sense of commitment and achievement."

Many present for the meeting found themselves intrigued by a radically new wheelchair unveiled in the United States for the first time. Countess Marianne Bernadotte, daughter-in-law of King Gustav of Sweden and President of Sweden's Technical Aids for the Handicapped, attended the annual meeting to present a Swedish-built Permobile—a battery-driven, cross country, curb-climbing wheelchair. To select a recipient, there was a drawing and the new Swedish wheelchair was given to Miss Rosalie L. Schmulewitz of New York, a paraplegic with cerebral palsy who lived alone and worked as a receptionist.

The Disabled Disadvantaged

The President's Committee's growing concern with the employment needs of the hundreds of thousands of disabled people in disadvantaged circumstances became a prime topic on the agenda of the Committee's Advisory Council that year. The Advisory Council,

representing the heads of several Cabinet and other major Federal organizations, agreed that several specific steps should be taken to reach the disabled disadvantaged and to reach employers on their behalf. HEW Secretary Wilbur Cohen and Labor Secretary Willard Wirtz suggested steps to build rehabilitation services and employment services into the planning and conduct of the Model Cities program, as one means of building the employment concept into efforts to cope with the problems of America's inner cities.

In connection with the efforts to reach employers, the President's Committee made direct contacts with the National Alliance of Businessmen, then involved in helping the government to develop and carry out a program aimed at coping with the employment needs of the hard core unemployed.

In December of that year, a proposal was made to the Executive Committee of the President's Committee, calling for direct attention by the President's Committee to the problems of the disadvantaged generally. One result was an intensive study during the following year of the proper role of the President's Committee. At the 1969 meeting of the Executive Committee, a report was adopted which instructed the President's Committee to give special attention, emphasis and funds to the development of specific promotional programs to advance the employment of the disabled disadvantaged.

In November of 1968 Richard M. Nixon was elected President of the United States, bringing into the office a person who had served in the U.S. House of Representatives, in the U.S. Senate, and as Vice President. Over those years, and particularly during his Vice Presidency, he had appeared with the President's Committee on Employment of the Handicapped on many occasions and had shown clearly his concern for the handicapped men, women and children of the country.

Early in his term (April, 1969) he issued an official statement reiterating the longstanding governmental policy under Administrations of both parties to give full consideration to employment of the handicapped. Citing the record of government jobs for more than one quarter million handicapped citizens since 1945, the White House memorandum to Federal departments and agencies read, in part:

"Therefore, I ask each of you to make a commitment to removing any remaining barriers to the Federal employment of

. . . the physically impaired who are not occupationally handicapped when assigned to the right jobs,

. . . the mentally restored whose only handicap is that they once suffered an emotional illness,

. . . the mentally retarded who can demonstrate ability to perform the simple and routine tasks that need doing in all organizations, regardless of size."

In implementing such a governmental policy, the leadership and direction provided by the Civil Service Commission had been impressive. At the veterans luncheon during the 1969 annual meeting of the President's Committee, James E. Johnson, Vice Chairman of the Commission, reviewed the record and praised the special accomplishments of Edward F. Rose, head of the Office of Selective Placement for the Civil Service Commission.

To make this record known, the President's Committee in 1969 published a comprehensive report, "How Federal Agencies Have Served the Handicapped, 1969."

In September of that year, President Nixon indicated again his interest in the Committee's work when he issued a new Executive Order concerning the composition and functions of the President's Committee on Employment of the Handicapped. A notable change was the inclusion in the President's Committee's functions of an international activities program on behalf of employment of the handicapped.

Said Secretary of Labor George P. Schultz in 1969: "What is needed is some fresh thinking about the basic meaning and nature of work—particularly work for the handicapped . . . why can't the workday be shortened for physically handicapped persons? Why can't we redesign more jobs so that the physically and mentally handicapped can perform them? . . . Who's going to do all this? Not government alone, not business alone, not any segment of society alone . . . all of us, together."

As the President's Committee moved into the 1970's, there were many signs of success. The U.S. Civil Service Commission for one example, reported that, from 1955 through 1970, 128,264 persons with "codable" handicaps were employed by the Federal government. During those years, a peak of employment had occurred in 1966, with 16,938 accessions. During recent years, great emphasis was placed on employment of the mentally retarded and the severely physically handicapped, making the Federal government a model in this respect for all employers.

Disabled Veterans

But there were signs of problems, too. One of the most serious was the employment situation for disabled veterans of the Vietnam war. National statistics revealed that, while the number of unemployed Vietnam veterans was shockingly high, the figures were far higher for disabled veterans of that conflict.

Under the Chairmanship of Austin Kerby, the Disabled Veterans Committee joined with the Jobs for Veterans Committee and the Advertising Council to launch a special mass media campaign urging jobs for disabled veterans. A comprehensive interview with a disabled Vietnam veteran, "Notes of a Disabled Viet Nam Veteran" was published and given national distribution. Joseph Monge, Chairman of the Employer Committee and the President of Canadian International Paper Company, wrote to 500 major American business and industry leaders asking them to provide jobs for returning disabled servicemen. Hunter P. Wharton, Chairman of the Labor Committee and Vice President of the AFL-CIO, met with top labor leaders and urged them to join totally in this effort for the disabled veteran. *Performance* magazine brought out a special issue devoted to the problems and needs of returning disabled veterans.

While the membership of the President's Committee (and of the Governors' and Mayors' Committees) had always included disabled people, there had never been a specific mechanism within the organization to reflect the ideas and proposals of the handicapped. In 1969, the Ad Hoc Blue Ribbon Committee, composed entirely of physically handicapped men and women, was formed, with Max C. Rheinberger, Jr., as chairman. It was Mr. Rheinberger who a year earlier had proposed formation of the committee while accepting the President's Trophy as Handicapped American of the Year. The Committee addressed itself to many problems which handicapped people experience in their efforts to become employed and to enter the mainstream of life. The group is now a permanent part of the President's Committee, with a new name, the Physically Handicapped Committee. It sees its primary role in the future as serving as a pipeline between the President's Committee and the many handicapped groups—at the local, state and national levels—in the Nation. Its most frequently-repeated recommendation is that physically handicapped men and women be permitted to participate fully in matters that concern them.

Increasing need for more and better workshops for the handicapped resulted in the formation of a Committee on Workshops in 1970. Chaired by Robert Watkins, Executive

Vice President of Goodwill Industries of America, the Committee began work on efforts to strengthen workshops for the handicapped, to help them obtain contracts and subcontracts, and to aid them in their efforts to place greater numbers of handicapped workers in competitive jobs.

Youth Committee Organized

As the President's Committee brought additional young people into its work, it became evident that the ideas and efforts of young people should be formalized into a Youth Committee. The Committee, under its first Chairman, Mark Rosenman, laid out a program of activities to involve youth, youth organizations and youth serving organizations in the problems of the handicapped and to develop a climate of acceptance for the handicapped among American youth. The Committee sponsored an unusual seminar at Hofstra University on Long Island directed entirely at a better understanding of attitudes, and permitting many non-handicapped leaders of student and youth organizations to learn, by simulated experience in the seminar, how it feels to spend hours in a wheelchair or not to see or to hear. A report on this seminar and other Youth Committee activities was presented to President Nixon at the end of the Committee's first year. Marcia Stevens followed Rosenman.

The work of Mayors' Committees and Governors' Committees on the architectural barriers problem had some interesting by-products. They reported in many places that, in addition to bringing the barrier problem under greater control, the work had produced greatly increased understanding of many other problems faced by the disabled in their everyday activities—from attending school, to voting; from mailing a package, to checking out a library book; from visiting a national memorial, to crossing a curbed street. One member of the Governor's Committee in Ohio, after many sessions with various members of the state legislature, reported: "Legislators kept saying, 'I just never thought about this before.' "

So there was much evidence that the state and local committee members did not relax once the state laws on architectural barriers were on the books. They kept their fingers on new building surveys, new construction projects and the work of the design community.

As part of the continuing effort to expand employment for the mentally retarded, two committees in Washington—the President's Committee on Employment of the Handicapped and the President's Committee on Mental Retardation—submitted to President Nixon a joint report entitled "These, Too, Must Be Equal" which listed 39 recommendations for improving job prospects for the retarded.

Speaking that year at the Women's Committee banquet, Nanette Fabray, famed actress and musical comedy star of the theater and television, not only provided brilliant entertainment but gave her audience an insight into her long personal knowledge of the problems of deafness: "I am going to speak about 'A Silent Minority.' I refer to the deaf and the hearing-handicapped. There are 15 million of us. I say 'us' because I myself have been hearing-handicapped most of my life. Until two years ago and a miraculous operation, I had every reason to expect and wait for total deafness." She made the audience quite aware of some of the tasks ahead of them when she pointed out that education for the deaf "is largely a failure . . . service to the adult deaf exists mostly on paper . . ."

Some of the leaders in the President's Committee wondered at one point what had happened to the young people who had been prize winners in the President's Committee contest "Ability Counts." Did their special exposure to the nature of disability and to the

problems of the disabled lead them into a life-long interest? From some cursory inquiries, they learned that many of the state and national prize winners had gone into fields related to health, disability and rehabilitation. They included physicians, nurses, pre-medical students, speech therapists, social workers, laboratory technicians, and others.

In 1969, the President's Committee and Pilot Club International, a service organization and member of the Women's Committee, cooperated to cosponsor an annual Pilot contest entitled "Handicapped Professional Woman of the Year," to dramatize the abilities of the handicapped and to recognize their achievements. The first winner in 1970 was Dr. Margaret Jones Chanin, an armless dentist who teaches at Meharry Medical College in Nashville, Tennessee, and is active in community services.

As the President's Committee approached its 25th Anniversary year, President Nixon, in his proclamation for NETH Week, 1971, said: "... For nearly a quarter century now, business, government, and the public have worked together as partners in this Committee—to open a newly self-reliant and fulfilling way of life for many thousands of handicapped men and women, to unlock for the rest of us the benefits of the unique contribution each handicapped person has to make. Through such efforts, American society is learning that no handicap is insurmountable when a man has an unlimited view of himself and an ounce of help from his fellows."

The 1970's called for a broader approach than the Committee had set out to follow 25 years before. Experience had taught that successful employment for the handicapped means that all the factors that inhibit personal growth and active community life must be mastered if the individual is to get and keep a job at his top potential.

For this wider view and more demanding approach, the strengths that had sustained and enlivened the work of the President's Committee, the Governors' Committees and the local committees would be more than adequate.

For experience had also taught that when thousands of devoted volunteers, from every phase of the Nation's civic, social, political, industrial and professional life, pool their talents and time on behalf of better lives for the handicapped, all things become possible.

They become more than a chain of committees, for this is the human fabric of a great Nation, come together to solve one of the Nation's great human problems. For the coming decades, work for the handicapped will be in good hands.

Epilogue

Synergism is a fascinating chemical reaction where the whole is greater than the parts that go into it, where two plus two equal not four, but six or eight or perhaps one million.

Synergism is the word for the President's Committee over the past quarter of a century.

Hundreds of volunteers have dedicated thousands of hours in behalf of the handicapped. Staff members have devoted their lives to building an edifice called opportunity, equal opportunity for all, the handicapped included. Professionals in many disciplines have worked assiduously to improve the lives of those who are handicapped, to improve their chances for leading normal and useful lives.

What has happened?

The end results of all these hours and days and weeks and months and years of labor have far exceeded the sum total of the time and energies involved.

The end results, coming about by a synergistic reaction, have been human happiness for thousands of men and women, boys and girls who happen to have physical or mental handicaps; a feeling of human usefulness; a spirit of belonging to this planet as full-fledged members and not a second-class citizens merely tolerated; a heart beating with the pride that comes with believing that "I am me; I count; I am as good as any man or woman walking this street; I am me and I am proud of me."

How can thousands of hours of input of human time and energy even begin to measure these mystical human reactions of hope and optimism that have come about because the handicapped of America have found their opportunities to achieve?

How can one man's input be equivalent to another's happiness? For happiness and usefulness exceed all measure.

It is synergism when the President's Committee honors a man who has called attention to the architectural barriers which stood in his way, when it forms a small Ad Hoc Committee of Government leaders to study the dimensions of the problem, when it works with the American Standards Association to develop criteria for public buildings, when it encourages State and then the national government to pass legislation eliminating architectural barriers from edifices erected with Government support, when it keeps prodding the conscience of America about the plight of handicapped citizens who are deprived from working, deprived from voting, deprived from shopping, even deprived from mailing letters because they cannot get to a letter box or into a Post Office.

This is synergism when the end results of all these efforts are human beings who sit a little straighter in their wheelchairs, human beings who can come and go as they please the same as those who can walk, human beings who have blossomed because new worlds have opened to them, new doors have opened, old barriers have crumbled.

And it is synergism when the President's Committee calls national attention to the fact (so obvious today, so unbelievable then) that the mentally retarded can work if only they are given the chance to work; when national voluntary organizations band together with government agencies to establish demonstration projects proving to the world the capabilities of the retarded; when the Federal government develops a special hiring program for the mentally retarded which has served as a model for this entire Nation; when at least a dozen state governments establish similar hiring projects; when a national network of industrial laundries begins to turn to the mentally retarded as a possible answer to its severe manpower problems; when businesses and industries everywhere start waking up to the potential of this untapped manpower resource.

And when the end results are human beings working and supporting themselves for the first time in their lives; human beings who wake up each morning with the zest that comes in the knowledge that they are going to work—yes, to work; human beings who stop feeling "different" and start feeling like all the rest of the human race that swirls and teems all around them; human beings who have found dignity, in spite of retardation.

And it is synergism when the President's Committee also calls attention to the plight of those who have been mentally ill and who have been deprived of their rightful places in the labor market; when understanding of the problem "catches on" and sweeps this country so that organizations and agencies devote their best thinking to its solution; when demonstration projects involving the mentally restored abound; when the largest single category of those rehabilitated under Federal-state rehabilitation programs becomes the mentally restored; when businesses change their policies regarding the employment of those who have been mentally ill; when the stigma of mental illness is not quite as deep and cutting as once it was—and when the end results are men and women at work in spite of mental illness in their backgrounds; men and women who don't have to feel like outcasts; men and women who can aspire to their share of happiness in this world, the happiness which comes with contributing to society and not just taking from it.

And it is synergism when the President's Committee devotes similar attention to the problems of employment of those who have serious physical handicaps—the blind, the deaf, paraplegics, epileptics, the cerebral palsied, those with multiple sclerosis and muscular dystrophy, men and women with a host of seriously disabling conditions—and when the end results of all these efforts are people at work, people leading at least somewhat normal lives, people able to make their own happinesses out of their own feelings of being independent and beholden to no one.

These are just examples of the synergistic reactions which have taken place over the past quarter of a century.

You couldn't guess at them by reading the bare history of the President's Committee and its specific and tangible activities.

How can you put your finger on the moment when the magical occurrence begins? Which spot announcement, which press release, which speech, which awards presentation, which annual meeting, which staff conference, which small informal meeting around a desk, which chance remark, kicked off the chain reaction to follow, the chain reaction leading to so much potential for human happiness for so many?

Then go back and read the history of the President's Committee, but read it between the lines as well. Read for its synergism. Read it for the human hope it has bestowed. Read it for the human lives it has enriched. Read it for the wave upon wave of revolution in public and private attitudes—yes, revolution; that word is not too strong—it has engendered. Read it, read it.

And be grateful and proud that you have been a part of it.

For in the final analysis, the synergism is not "their" synergism; it is yours. Your work, your thought, your effort, your compassion—these have brightened the lives of so many. These have added up to the bright side of the years 1947-1972.

And the future?

Can there be any doubt about the future? Any doubt . . . ?

"Ability Counts" Contest Winners

1949	John R. Shankey, Pittsburgh, Pennsylvania
1950	Peggy Lord, Cuero, Texas
1951	Mary Ann Owen, Bridgeton, New Jersey
1952	Isabel Brewster, Santa Monica, California
1953	L. Eugene Arnold, Zanesville, Ohio
1954	Shirley Kreidler, Trenton, New Jersey
1955	Edward Petyak, Phoenix, Arizona
1956	Alaire Dickson, Gooding, Idaho
1957	Sharon Garrett, Salt Lake City, Utah
1958	George Kesler, Augusta, Georgia
1959	Barbara Joan Zimmer, Glen Ridge, New Jersey
1960	Gail Marie Chadwell, Reno, Nevada
1961	Wynona Laughlin, Melba, Idaho
1962	Ricki Graef, Lawton, Oklahoma
1963	Judith K. Sikes, Murfreesboro, Tennessee
1964	Donald J. La Voy, Reno, Nevada
1965	Marilyn Dautrich, Salt Lake City, Utah
1966	Ann Dautrich, Salt Lake City, Utah
1967	Louis E. Bathen, Baton Rouge, Louisiana
1968	Barry Meyers, Palm Springs, California
1969	Kathy DeAnn Saxton, Ogden, Utah
1970	Glenda Lenhart, Omaha, Nebraska
1971	Raelene Ada Shelley, Mesa, Arizona

Employer of the Year Awards

1961	Edward K. Foster, Vice President, The Bendix Corporation, Baltimore, Maryland	
1962	Aaron N. Solomon, President, Ace Electronics Associates, Somerville, Massachusetts	
1963	Caterpillar Tractor Company, Peoria, Illinois	
1964	Raytheon Company, Lexington, Massachusetts	
1965	Large Business Category:	Aerosonic Corporation, Clearwater, Florida
	Small Business Category:	I. Robert Freelander, President, Come Play Products Company, Worcester, Massachusetts
1966	Large Business Category:	The Boeing Company, Wichita Division, Wichita, Kansas
	Small Business Category:	John W. Payne, Atlanta, Georgia, and Dallas, Texas*
1967	Large Business Category:	Cone Mills, Greensboro, N.C.
	Small Business Category:	Sam Levin, Fort Wayne, Indiana
1968	Large Business Category:	Caterpillar Tractor Company (York Plant) York, Pennsylvania
	Small Business Category:	Dorothy P. Pace, Merrimac, Massachusetts
1969	Large Business Category:	Avco Lycoming (Charleston Plant) Charleston, S.C.
	Small Business Category:	Empire Furniture and Rattan Works, Coral Gables, Florida
1970	Large Business Category:	Fairchild Semiconductor, Division of Fairchild Camera and Instrument Corporation, Shiprock, New Mexico
	Small Business Category:	Jackson Chair of Danville, Danville, Kentucky

*Nominated by Georgia Governor's Committee but transferred to Dallas by the time the award was presented.

Physician's Award

1952	Dr. Henry H. Kessler, Medical Director, Kessler Institute of Rehabilitation, Newark, N.J.
1953	Dr. Frank Hammond Krusen, Head, Physical Medicine Section, Mayo Clinic, Rochester, Minnesota
1954	Dr. Harold A. Vonachen, Medical Director, Tractor Company, Peoria, Illinois
1955	Dr. Gradie R. Rowntree, Medical Director, Fawcett-Dearing Printing Company, Louisville, Kentucky
1956	Dr. Rufus B. Crain, Rochester, New York
1957	Dr. Lenox D. Baker, School of Medicine, Duke University, Durham, North Carolina
1958	Dr. Howard A. Rusk, Director, Institute of Physical Medicine and Rehabilitation, New York University—Bellevue Medical Center, New York, New York
1959	Dr. John H. Aldes, Director, Rehabilitation Center, Cedars of Lebanon Hospital, Los Angeles, California
1960	Dr. Lee D. Cady, Manager, Veterans Administration Hospital, Houston, Texas
1961	Dr. Josephine Jordan Buchanan, Former Chief, Department of Physical Medicine and Rehabilitation, D.C. General Hospital, Washington, D.C.
1962	Dr. David Gelfand, Cardiologist, Philadelphia General Hospital, Pennsylvania
1963	Dr. John S. Young, Medical Director, Craig Rehabilitation Hospital, Denver, Colorado
1964	Dr. William A. Spencer, Director, Texas Institute for Rehabilitation and Research. Houston, Texas
1965	Dr. Herman J. Bearzy, Director, Department of Physical Medicine and Rehabilitation, Miami Valley Hospital, Dayton, Ohio
1966	Dr. William Winick, Director, Veterans Administration Hospital, Brockton, Massachusetts
1967	Dr. Earl C. Elkins, Senior Consultant, Physical Medicine and Rehabilitation, Mayo Clinic, Rochester, Minnesota
1968	Dr. Melvin T. Johnson, Medical Director, U.S. Civil Service Commission, Washington, D.C.
1969	Dr. Gerald R. Clark, President, Elwyn Institute, Elwyn, Pennsylvania
1970	Dr. Kenneth D. Arn, Internist, Dayton, Ohio

President's Trophy Award

1951 George Barr, President, George Barr & Co., Chicago, Ill.; leg amputee

1952 Nils S. Josefson, Former President, Paraplegics Mfg. Co., Inc., Franklin Park, Ill.; paraplegic

1953 Harry E. Smithson, Advertising and Publishing Executive, Detroit, Mich.; paralytic, deceased

1954 Sam M. Cathey, Judge, Asheville, N.C.; blind

1955 Arthur S. Abramson, M.D., New York, N.Y.; paraplegic

1956 Hugo Deffner, Insurance Executive, Oklahoma City, Okla.; polio, deceased

1957 Mrs. Louise Lake, Physical Therapist, Salt Lake City, Utah; polio

1958 Dr. Anne H. Carlsen, Superintendent, Crippled Children's School, Jamestown, N. Dak.; congenital amputee

1959 Dwight D. Guilfoil, Jr., President, Paraplegics Manufacturing Company, Bensenville, Ill.; paraplegic

1960 Charles E. Caniff, Executive Director, Association of Rehabilitation Centers, Evanston, Ill.; paraplegic

1961 Emik A. Avakian, unit leader in charge of Data Communications Systems Development for the Teleregister Corp., Stamford, Conn.; cerebral palsy

1962 David Hall, Supervisor, Sheltered Workshop, Green Bay Curative Workshop, Green Bay, Wis.; spinal cord injury

1963 Jerry J. Walsh, Special Educational Consultant, The Arthritis Foundation, Corona, Long Island, N.Y.; rheumatoid arthritis

1964 Roger W. Irving, Consultant on Esophageal Speech with the Veterans Administration, St. Petersburg, Fla.; laryngectomee; deceased

1965 Robert J. Smithdas, Associate Director, Industrial Home for the Blind, Brooklyn, N.Y.; deaf and blind

1966 Art Edgerton, Reporter and Music Director, WTOL-TV, Toledo, Ohio; blind

1967 Max Rheinberger, Businessman, Duluth, Minn.; polio

1968 William Passmore, Work Coordinator, Mayor's Committee on Economic and Social Opportunity, East Chicago, Ind.; amputee

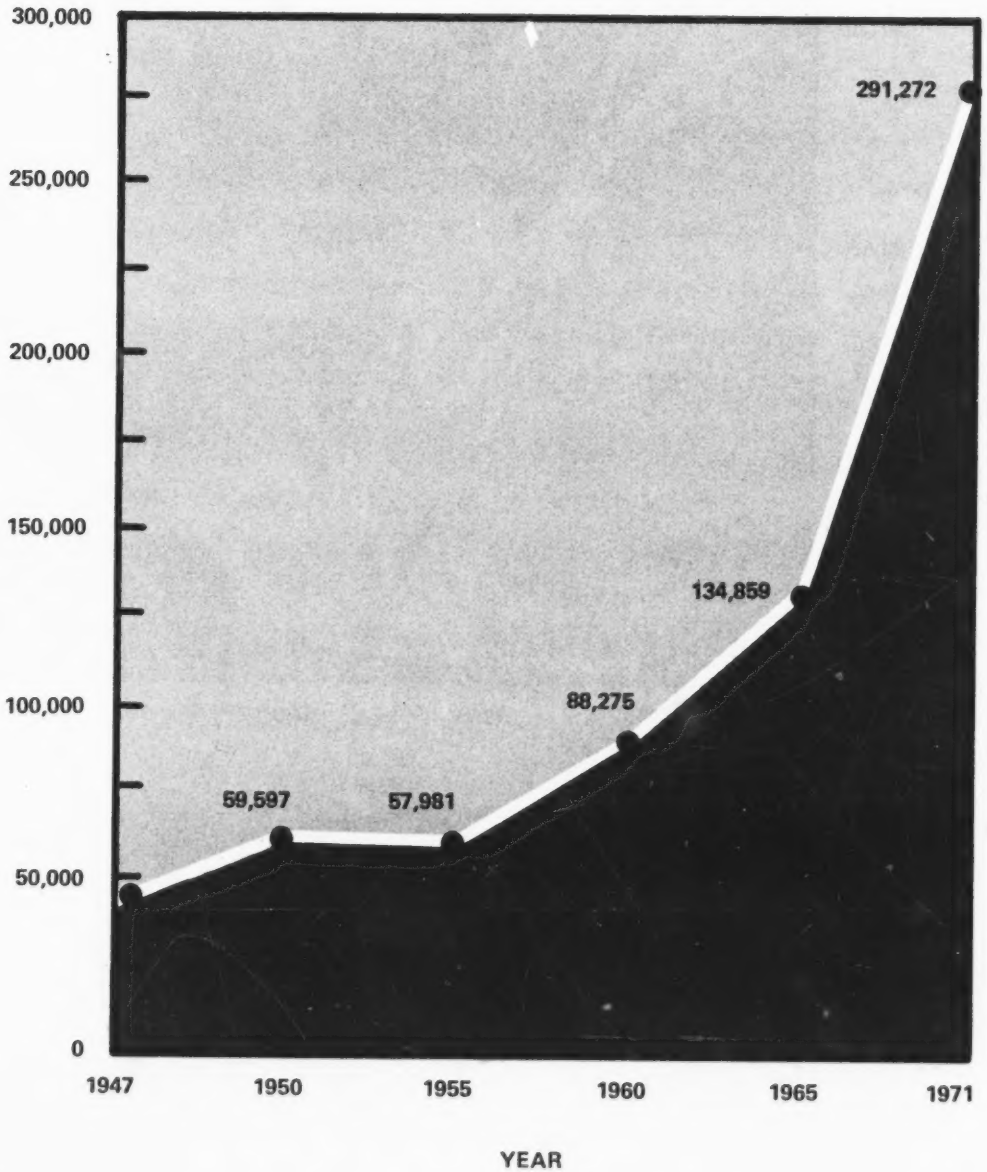
1969 Danny Scholl, Former Star of Musical Comedy, Cincinnati, Ohio; spinal injury

1970 Richard and Robert Santin, Owner-operators, Santin Two-Way Communications Company, Fullerton, Nebr.; muscular dystrophy

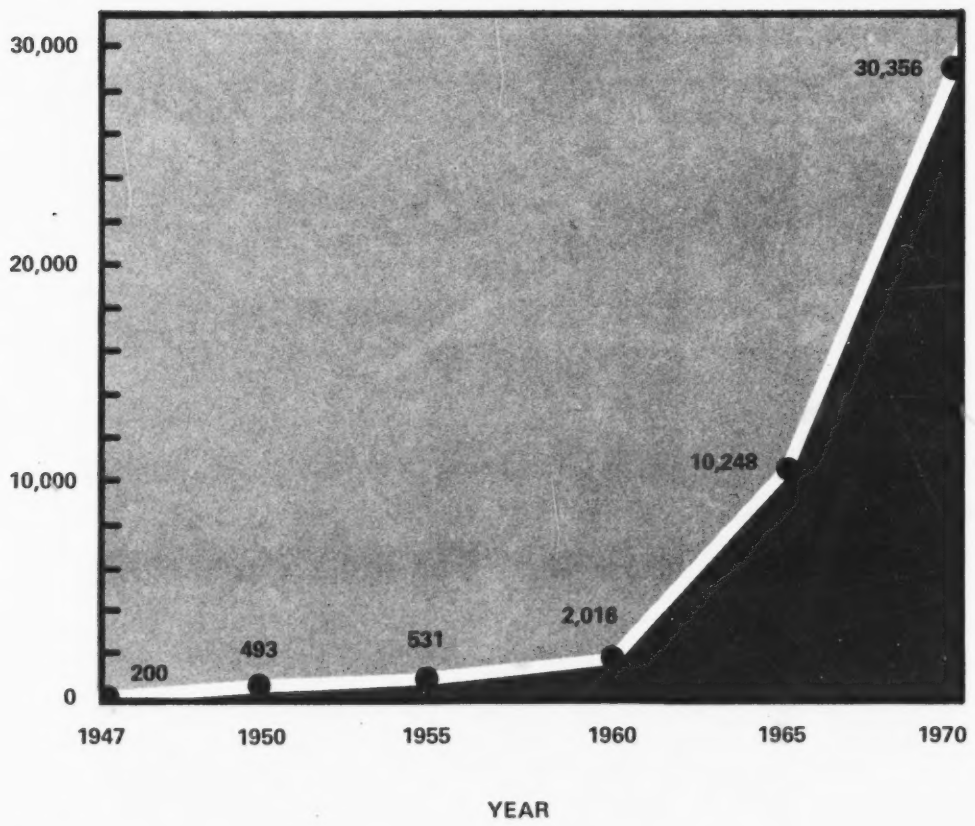
John E. Fogarty Public Personnel Award

1954	Jack H. Pockrass, Chief, Placement and Employee Relations, Office of Civilian Personnel, Department of the Air Force, Washington, D.C.
1955	Laurence B. Kent, Industrial Relations Assistant at the U.S. Naval Ammunition Depot, Hastings, Nebr.
1956	Prof. Timothy J. Nugent, Supervisor of the University of Illinois' Student Rehabilitation Center, Champaign, Ill.
1957	Hon. John Rosenblatt, Mayor of Omaha, Nebr.
1958	J. Edgar Hoover, Director, Federal Bureau of Investigation, Washington, D.C.
1959	Mrs. Marian H. Saunders, Assistant Employment Coordinator, Department of the Army, Washington, D.C.
1960	William F. Laukaitis, Postmaster, Baltimore, Md.
1961	Nicholas J. Oganovic, Deputy Executive Director, U.S. Civil Service Commission, Washington, D.C.
1962	Hon. Henry Loeb, Mayor, Memphis, Tenn.
1963	Juan B. Ferrer, Chief, Vocational Rehabilitation and Education Division, Veterans Administration Center, San Juan, Puerto Rico.
1964	Courtland C. Riddle, Supervisor, Counseling and Services to the Handicapped, Ohio State Employment Service, Toledo, Ohio.
1965	Mrs. Thelma Van Norte, R.R.L., Administrative Medical Record Librarian, The Macon Hospital, Macon, Ga.
1966	Morris Leonhard, Director, Oklahoma Employment Security Commission, Oklahoma City, Okla.
1967	Ervin B. Osborn, Director of the Southwest Service Center, Internal Revenue Service, Austin, Tex.
1968	Richard J. Murphy, Assistant Postmaster General, Bureau of Personnel, Post Office Department, Washington, D.C.
1969	Miss Rowena C. Piety, Director Special Education, Hammond Public Schools, Hammond, Ind.
1970	Mrs. Claudine J. Humphrey, Deputy Director of Employment Coordination Services, Office of the Secretary of the Army, Washington, D.C.

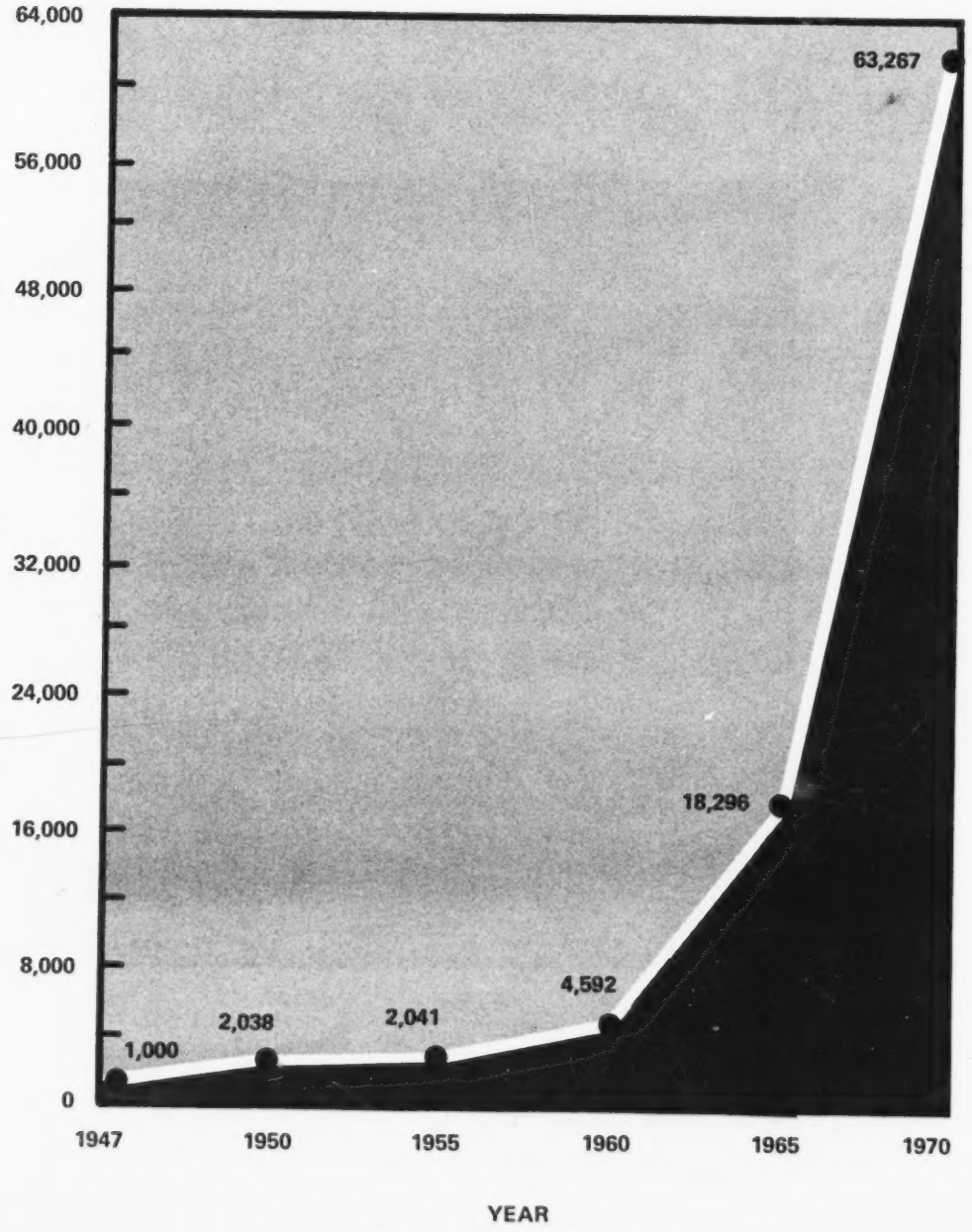
Handicapped persons rehabilitated into employment through the Federal-state vocational rehabilitation program



Mentally retarded persons rehabilitated into employment through the Federal-state vocational rehabilitation program

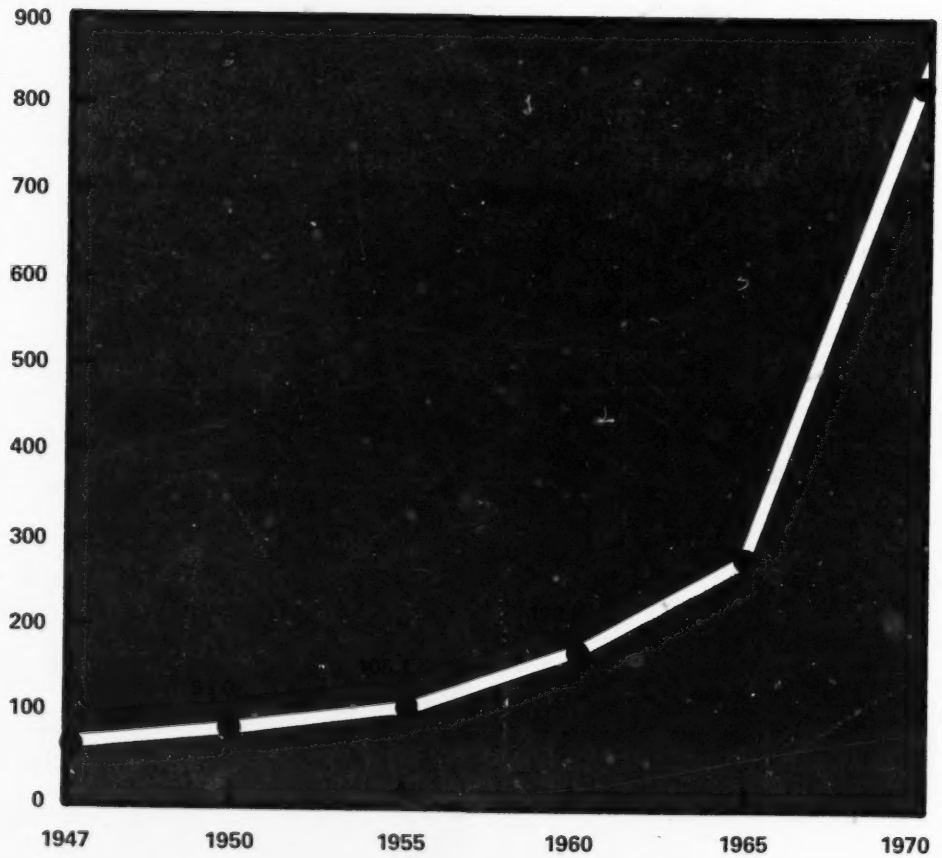


Mentally restored persons rehabilitated into employment through the Federal-state vocational rehabilitation program

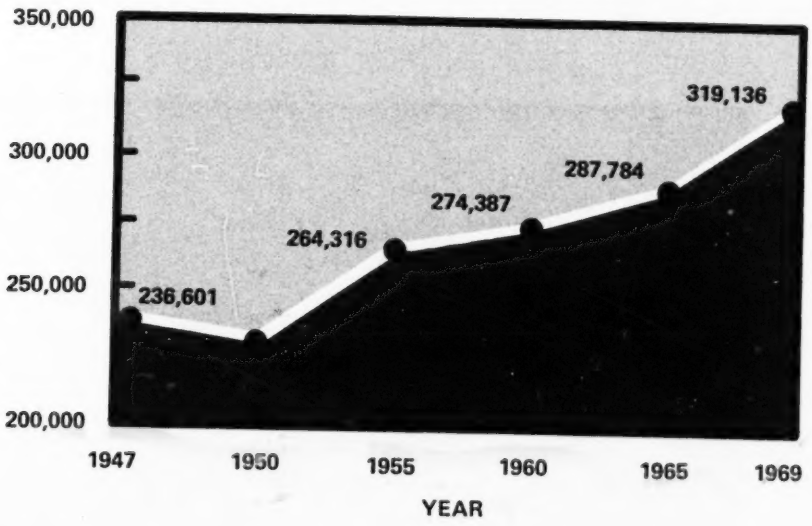


Annual earnings* of handicapped persons after rehabilitation into employment through the Federal-state vocational rehabilitation program

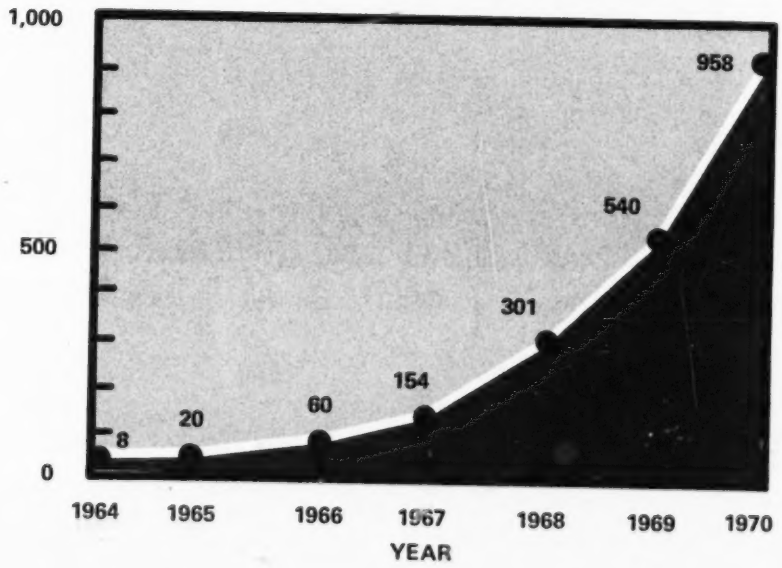
(millions of dollars)



Handicapped persons placed in employment by the Federal-state Employment Service

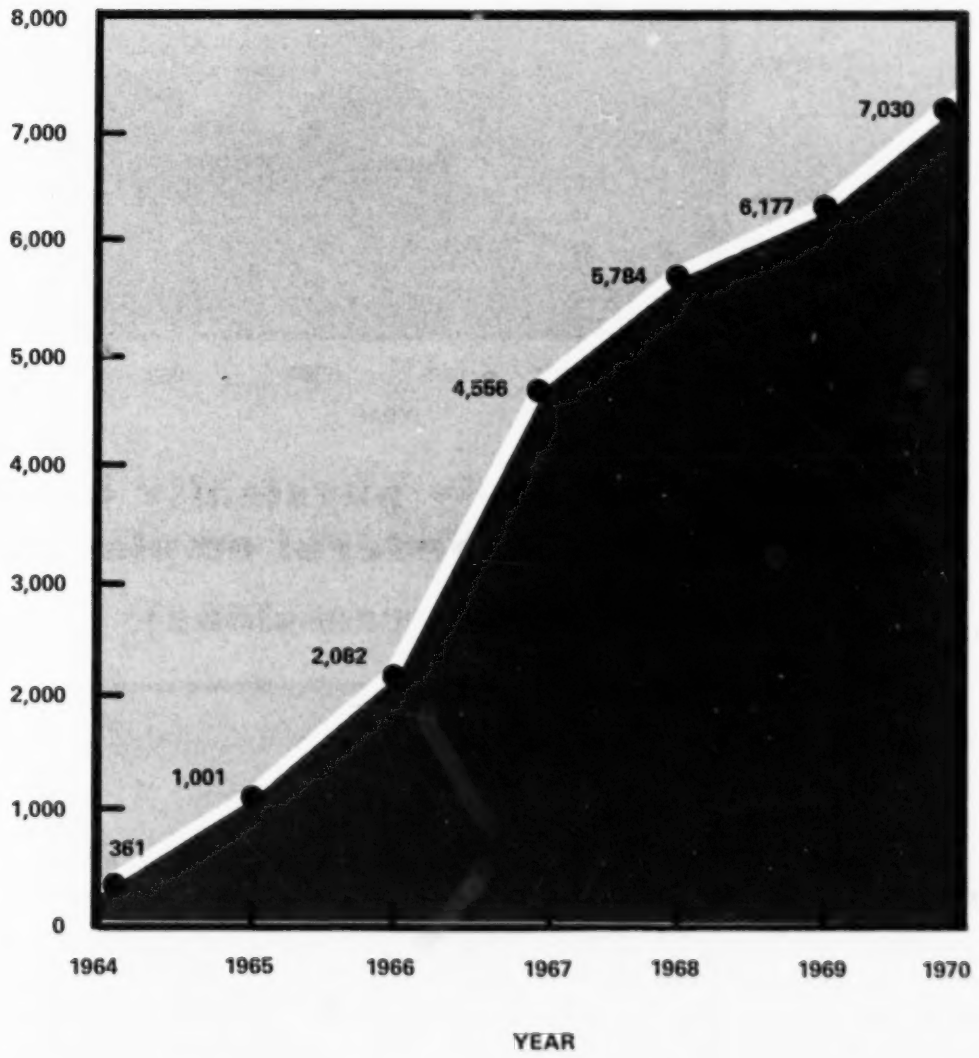


Numbers of severely physically handicapped persons in Federal employment (cumulative accessions)

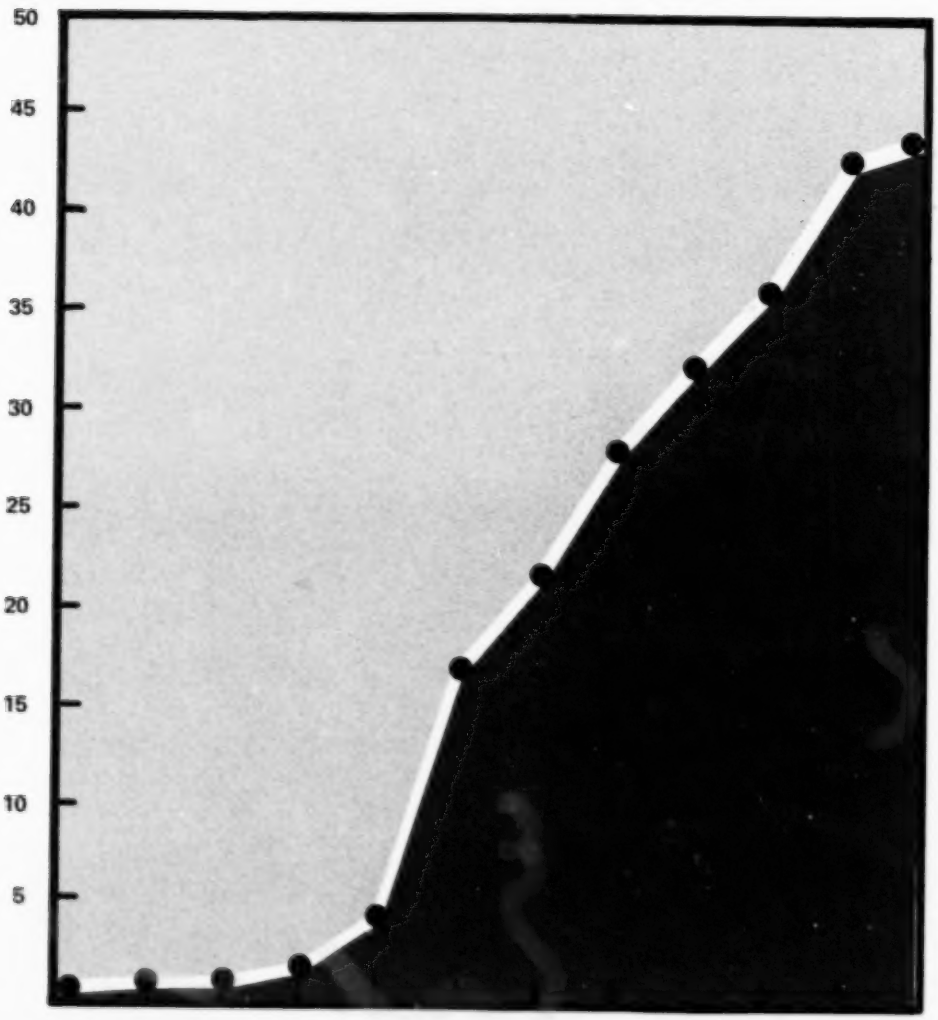


Numbers of mentally retarded persons in Federal employment

(cumulative accessions)



Number of states with legal provisions regarding architectural barriers



YEAR	1960	'61	'62	'63	'64	'65	'66	'67	'68	'69	'70	1971
NEW STATES	0	1	0	1	2	13	5	6	5	4	6	1
TOTAL STATES	0	1	1	2	4	17	22	28	33	37	43	44